

Corporate Code of Behavior of The Japan Steel Works, Ltd.

At The Japan Steel Works, Ltd. we take serious our company's important role in supporting economic and social development. To fulfill our responsibility, both domestically and internationally, we will respect basic human rights and abide by all laws and international rules, both to the letter and in spirit, and adopt a rational course of action toward the creation of a sustainable society, based on the following ten principles.

1. We will pay utmost attention to ensuring safety as we develop and offer products, technologies and services that deliver satisfaction and trust to customers and the general public.
2. We will conduct business activities in a way that conforms to ethics, laws and regulations as a corporate citizen.
3. We will complete and deal in a fair, transparent and free manner in all business activities. Also, we will maintain sound relations with administrative bodies.
4. As a global company, we will abide by the rules of each local community overseas, and contribute to the development of global economy and communities in which we operate.
5. As a corporate organization, we will confront malicious elements in society and organizations that threaten social order and the safety of civic society, and will never respond to illegal or unjustifiable demands.
6. We will willingly and fairly make appropriate corporate data available to the public. We will also ensure thorough protection and management of personal information, customer information and other such sensitive information.
7. We will respect the personality and individuality of employees. We will always maintain a high level of awareness concerning the individual's rights and the safety of employees, and provide a sound working environment.
8. In the recognition that pursuing environmental initiatives is an important corporate obligation, we will engage in our business activities with consideration to environmental conservation.
9. Our management will maintain an awareness of its role in realizing the spirit of this code of behavior, and take leadership in establishing appropriate in-house systems and a framework that encompasses all Group companies, to ensure that all employees are made fully aware of the code.
10. If an event occurs in violation of this code of behavior, our management will take action to resolve the situation, identify its causes and prevent a recurrence. It will also promptly disclose pertinent information to society, achieve accountability and clarify its authority and responsibilities, and take the necessary disciplinary actions against the parties involved, irrespective of who they are.