

# **EBARA Group**

## **Code of Conduct**

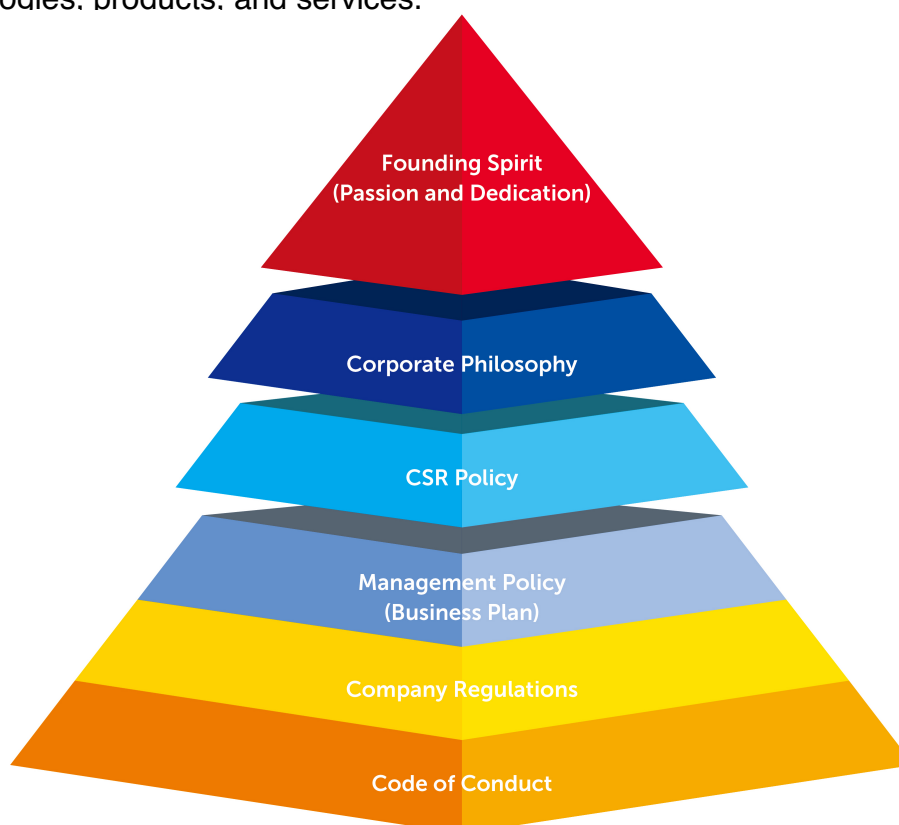


## Introduction

The Ebara Group Code of Conduct sets the standard for directors and employees of the Ebara Group to exercise sound judgment, carry out their work, and take responsibility for their actions in compliance with laws and internal regulations, always maintaining a high standard of ethics and pride.

The spirit of “Netsu to Makoto” (Passion and Dedication) as expressed by our founder, Issey Hatakeyama, guides our everyday conduct. It states that employees should not merely perform the tasks assigned to them, but approach the work with full investment of their creativity and ingenuity, and carry out the tasks in all sincerity and integrity. This spirit also asserts that while collaborating with others, genuine passion and dedication will always be recognized and valued.

Embracing our founder's ideals, we proudly strive to fulfill the Ebara Group mission to make contributions through the society with our state-of-art technologies, products, and services.



Five basic principles for action

Laws/internal regulations

In carrying out our work, we check our conduct against the five basic principles for action (see Appendix).

## **Chapter 1: Our Mission and Pride**

By taking pride in our daily works and always putting forth our best efforts, we aim to further develop our abilities and potential. In order to exercise our mission to contribute to the societies and industries globally in the areas of water, air, and the environment, we pledge here as follows:

### **1. Customer Orientation**

- (1) We provide high-quality technologies, products, and services with commitment to customer safety and comfort.
- (2) We respond with passion and dedication to our customers' requests and queries. We promptly and appropriately resolve complaints by identifying the cause and prevent any recurrence.

### **2. Business Operations**

- (1) We conduct all business in a fair and impartial manner. We comply with laws and regulations, based on country or region, and always conduct business on the basis of free and fair competition.
- (2) We handle each contract with due diligence, considering all risks and abiding by any and all relevant laws, regulations, and internal protocols.

### **3. Technology and Production**

- (1) We constantly apply our creativity and ingenuity with passion and dedication to ceaselessly innovate in the fields of technology and production.
- (2) We assure high standards in our products by advanced researches and development.
- (3) We apply our best technologies to produce safe, high-quality, highly competitive products that meet our customers' needs.
- (4) We place the highest priority on the health and safety of those involved in technological development and production.
- (5) We strive to create a solid foundation to further support our efforts in the development of technology and production, training the next generation of engineers, and entrusting technical skills from one individual to another.

### **4. Procurement**

- (1) We provide our business partners with opportunities for fair trade and competition.
- (2) We strive to build mutually beneficial partnerships on trust with our business counterparts through good cooperation and creative ingenuity.

## **Chapter 2: Our Commitment**

In order to execute our works with pride by knowing that we are in due compliances with laws and regulations, and that our stakeholders may have full confidence in our performance, we hereby pledge as follows.:

### **1. Respect for Fundamental Human Rights**

- (1) We respect human rights and will in no way infringe on such rights.
- (2) We take actions against any discriminations based on ethnicity, belief, religion, gender, nationality, age, origin, skin color, physical or mental disability, or illness. We do not act in ways that violate individual dignity.
- (3) Maintaining a global perspective, we respect diverse values and individual characteristics while giving consideration to every culture, region, and society.

### **2. Corruption Prevention**

- (1) No matter which country or region, regardless of public or private sector, we do not give or take bribes or profit from transactions in any way that breaches socially accepted standards.
- (2) We respect free and fair competition and are not involved in any behavior that uses business dominance to impose unreasonable monopolies or restrict competition.
- (3) Under no circumstances do we have any relations with Anti-Social Forces. We resolutely reject any illegitimate demands.
- (4) When exporting and importing products or goods and providing technologies, we rigorously conduct security trade control checks to preserve peace and harmony with the international community.

### **3. Information Management and Disclosure**

- (1) We maintain information concerning our business activities, including management, financial, and accounting with due diligence.
- (2) We maintain open communication with stakeholders with clear and accurate information in a timely manner.
- (3) We publish the value of our company and its technologies, products, and services with facts and without slandering others.
- (4) We manage internal corporate data (e.g, confidential information on sales, technologies, individuals, etc.) with due diligence to prevent any leakage. We do not misuse any information for insider trading and/or other illegal purposes.
- (5) We actively disclose any information necessary to our shareholders in accordance with relevant rules, even when it is disadvantageous to the company.

#### **4. Management and Maintenance of Corporate Assets**

- (1) We efficiently use both tangible and intangible corporate assets for business activities, but never in a manner that could cause conflict between corporate and individual interests.
- (2) We continually create and acquire intellectual property (including brands, trade secrets, and know-how) and constantly propose new value through effective use of such assets.
- (3) Recognizing the importance of intellectual property, we manage it carefully to protect it from third-party infringements.

#### **5. Good Working Environments**

- (1) We place the highest priority on ensuring our employee's mental and physical health and safety. We do not engage in power harassment, sexual harassment, or any other acts that violate human rights and individual diversity.
- (2) We promote a work environment that respects work-life balance and diversity.
- (3) We promote a work environment where not only individuals but all colleagues can make achievements together.

#### **6. Global Environment**

- (1) We provide technologies, products, and services that help to reduce the environmental load.
- (2) We strive to preserve the global environment in all our operations by means of enhancing energy efficiency, using resources effectively, reducing waste, preventing pollution, and preserving biodiversity.

#### **7. Harmony with Local Communities and Society**

- (1) In order for local communities and society as a whole to trust and gain better understanding of our management policies and business activities, our company maintains open communication.
- (2) We will cooperate with local communities and society on disaster prevention activities, in times of disaster, recovery efforts, and post-disaster reconstruction.
- (3) Recognizing that both our company and its employees are members of the local community and society, we take part in activities that contribute to their sustainable development.

### **Appendix: Five Basic Principles for Action**

Whenever we act, we check our conduct against the following five principles:

1. Realize that any action, no matter how trivial, can lead to serious consequences.
2. Confirm the objective and meaning of actions before carrying them out.
3. Follow fixed procedures and rules when carrying out actions.
4. Review actions, confirm them, and take responsibility for their results.
5. Adopt a wide perspective and consider areas outside one's own responsibility when carrying out actions.