

The SEED

Code of Conduct

1. Customer Values

- We will continue to produce high quality products in response to the trust of our customers and business partners.
- We will constantly challenge ourselves to change and continue to strive to hone our expertise and create value in everything we do.
- We believe in free and open competition. We will achieve this by conducting fair transactions with all customers and business partners and by conducting our business activities in an appropriate manner.
- We will give due consideration to the protection of the rights and interests of our customers, business partners and employees and have established an appropriate information management system for all information, including personal data.

2. Employee Values

- We recognize the diversity of individuality and abilities of each of our employees, value teamwork and strive to achieve a relationship of mutual respect and trust.
- We will evolve, progress and enjoy change every day through education and learning.
- We provide fair playing fields and opportunities for all employees. We do not discriminate on the basis of age, gender, nationality, ethnicity, religion, or political beliefs in any aspect of our work.
- We offer a good working environment for all employees. We will comply with local labor laws and prohibit sexual, physical and emotional harassment in the workplace.
- We do not use any form of forced or compulsory labor. We do not engage in any child labor and actively protect young workers by avoiding heavy labor.
- We pay attention to safety in the workplace and protect the safety and health of our employees by preparing for disaster prevention in accordance with local laws, properly managing and operating machinery and chemicals and conducting periodic drills, as well as taking sanitation/hygiene into consideration.
- We pay our employees the minimum benefits and remuneration stipulated by local laws and regulations and provide details of payment. We will also comply with laws and regulations regarding working hours, holidays and paid leave entitlement.
- We guarantee and respect the freedom of association and the right to collective bargaining of our employees.

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3. Social Values

- As a member of the international community, we will always strive to actively contribute to the social and economic development of each country.
- We will respect the local culture and customs of each country and implement environmental and welfare activities that are rooted in the local community, taking advantage of our unique characteristics.
- We will actively work to protect the environment, not only by complying with all relevant laws and regulations, but also by promoting energy conservation, resource conservation and recycling through our business activities.
- We reject any relationship with antisocial groups or groups that may disrupt social order and safety.
- We will comply with all laws and regulations concerning political and administrative anti-bribery and anti-corruption activities and will actively work to eliminate such activities. We will build and maintain open and transparent relationships with our business partners, not engaging in any act of profiteering or other activities aimed at receiving preferential treatment.