



# **NISSIN FOODS Group**

## **Supplier Code of Conduct**

The NISSIN FOODS Group aims to fulfill its corporate social responsibility to realize a sustainable society in cooperation with its suppliers of raw materials, products, and services.

This Code of Conduct applies to suppliers of NISSIN FOODS Group companies, their affiliated Group companies, subcontractors, and franchised dealers, as well as all of the employees (including permanent employees, temporary employees, contracted employees, and part-time employees) of those companies. We kindly request the cooperation of our suppliers in understanding the purposes of, and in actively promoting compliance with, the NISSIN FOODS Group Policy on Sustainable Procurement and this Code of Conduct. Furthermore, we would appreciate for our suppliers to actively approach the suppliers that constitute their own supply chain, including upstream suppliers, subcontractors, dealers, and all their respective employees, for cooperation in actively promoting compliance with the NISSIN FOODS Group Policy on Sustainable Procurement and this Code of Conduct.

In order to understand the compliance status with the NISSIN FOODS Group Policy on Sustainable Procurement and this Code of Conduct, we may conduct assessments. When any non-compliance is identified, we will request that action be taken to improve it. If the non-compliance is not improved and there are ongoing serious breaches of compliance, it may lead to the termination or suspension of contracts.

We kindly ask for your cooperation in complying with this Code of Conduct, so we can together fulfill our corporate social responsibilities and make our society more sustainable.

## **Compliance with Laws and Regulations, and Social Norms**

### **Prohibition of Corrupt Practices**

- We, the suppliers of NISSIN FOODS Group (henceforth simply referred to as “We”), will not engage in any corrupt practices such as bribery or conflicts of interest. We will comply with all laws and regulations related to them and will act ethically and honestly.

### **Prevention of Abuse of Superior Bargaining Position**

- We will conduct our business activities in compliance with relevant laws and regulations and will not engage in unfair or anti-competitive transactions, or abuse of a superior bargaining position that is detrimental to our suppliers.

### **Prohibition of Giving and Receiving Inappropriate Benefits and Entertainment**

- We will not give or receive inappropriate benefits such as money, gifts, or other financial benefits, or entertainment that violates laws and regulations of respective countries and regions and exceeds the range recognized as appropriate in light of social customs. We will not engage in any acts that benefit anti-social forces or any organization in violation of the applicable laws.

### **Prohibition of Behavior that Restricts Competition**

- We will not engage in any acts that impede competition. We will comply with all relevant anti-trust, competition, and consumer protection laws, etc. applicable in respective countries and regions.

### **Respect for Intellectual Property**

- We will not infringe the intellectual property rights of NISSIN FOODS Group or third parties. We will appropriately manage business-related information (including, but not limited to, confidential information and personal information), and will not use it for any improper purposes.

### **Appropriate Export and Import Management**

- We will establish an appropriate export and import management structure and systems, engage in proper export and import procedures, and comply with relevant laws and regulations of respective countries and regions.

### **Information Disclosure**

- We will strive to actively provide and disclose information regarding our business activities to our stakeholders to improve corporate transparency. In addition, we will not engage in unethical behavior such as forging, falsifying, or concealing records, physical evidence, or testimony in any of our business activities.

### **Prevention and Early Detection of Misconduct**

- We will carry out activities to prevent misconduct and will establish a system for the early detection and handling of misconduct. At that time, we will establish a system to allow employees including whistleblowers to raise concerns without being subjected to disadvantageous treatment or retaliation. We will respond to such concerns in a fair and appropriate manner.

## **Respect for Human Rights**

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- We support, and will comply with, the international human rights standards including the Guiding Principles on Business and Human Rights approved by the United Nations as the global standards to be respected by all countries, regions, and companies, as well as the Universal Declaration of Human Rights, the United Nations Global Compact, and the International Labour Organization (ILO)'s Declaration on Fundamental Principles and Rights at Work.

### **Prohibition of Forced Labor**

- We will not make employees perform forced labor, slave labor, or indentured labor in the recruiting or hiring process, and will not take part in human trafficking or debt bondage.
- All costs related to the recruitment and placement of migrant workers will not be collected from the migrant workers.
- We will guarantee workers' freedom to choose occupation, including choosing to resign, and freedom of movement, and will not retain their personal documents or valuables such as identification cards, travel documents, or bank cards.

### **Prohibition of Child Labor**

- We will comply with the rules on the minimum ages for employment as stipulated in the ILO Minimum Age Convention 1973 (No.138) and the relevant laws and regulations of respective countries and regions and will not employ children under such ages.

### **Prohibition of Discrimination**

- We will respect the laws and regulations and cultures of respective countries and regions and will not practice discrimination in any form on the basis of race, ethnicity, nationality, religion, beliefs, place of origin, gender, sexual orientation, gender identity, age, disability, or any other attribute in employment opportunities, recruitment, promotion, compensation, or any other terms. We will not engage in discrimination or any act that damages the dignity of an individual based on other attributes protected by the laws and regulations of the respective countries and regions.
- We will respect the human rights of employees and will not engage in any behavior or acts that infringe human rights, such as sexual harassment, power harassment, or any other forms of harassment, mistreatment, corporal punishment, psychological coercion, or verbal abuse in the workplace. In addition, we will prohibit violent or inhumane treatment of any individuals in the workplace.

## **Appropriate Salaries and Wages / Appropriate Management of Working Hours**

- We will pay employees minimum wages, overtime wages, and premium wages in accordance with wage laws and regulations applicable in respective countries and regions. We will create an environment that enables employees to learn about the rules related to their salaries and wages.
- In compliance with the laws and regulations of respective countries and regions, or by respecting international guidelines, we will manage employees' working hours, non-working days, and holidays in an appropriate manner. We will give appropriate consideration to pregnant women and employees with special needs in accordance with laws and regulations.

## **Respect for Rights of Employees to Organize**

- In compliance with the laws and regulations of respective countries and regions, or by respecting international guidelines, we will respect employees' freedom of association or rights to collective bargaining as a means of facilitating consultation between management and labor with respect to such issues as working environments and wage levels. We will not pose any threat of reprisal against the exercise of these rights.

## **Ensuring Access to Remedy**

- In compliance with the laws and regulations of respective countries and regions, or by respecting international guidelines, we will ensure the rights of employees to easily accessible, reliable, and fair remedy mechanisms such as whistleblowing systems. At that time, we will protect reporting employees from any fear of reprisal from the subjects of reports and respond fairly and appropriately to improve the contents of complaints while considering privacy and other concerns of the employees involved.

## **Rights to Land and Natural Resources**

- In compliance with the laws and regulations of respective countries and regions, or by respecting international guidelines, we will respect Free, Prior, Informed Consent (FPIC) of indigenous and local peoples.

# **Occupational Health and Safety**

## **Management of Health and Safety at Workplaces and Facilities**

- We will create a working environment that enables employees to work in a safe and healthy manner. We will ensure the safety of employees by identifying and assessing risks in the business processes and working environments, setting plans to eliminate or reduce such risks, and implementing preventive measures.

- We will strive not to expose employees to harsh physical work to an excessive degree. We will also provide a safe and healthy working environment in compliance with the laws, regulations, and guidelines in respective countries and regions. We will provide education and training to protect employees from hazards such as occupational accidents.
- We will construct and manage facilities in accordance with the standards stipulated by laws, regulations, and ordinances in respective countries and regions, where a person responsible for complying with occupational health and safety obligations will be appointed.

## **Ensuring Product and Service Quality and Safety**

### **Managing Quality**

- All products and services we provide shall meet the quality and safety standards required by the laws and regulations of respective countries or regions. We will establish a quality management system to improve and maintain quality.
- In transactions with or on behalf of NISSIN FOODS Group, we will comply with the quality requirements of NISSIN FOODS Group.
- In the event of accidents or defective products, we will undertake measures including disclosure of information, contacting relevant authorities, product recalls, and implementing safety measures throughout our supply chain.

### **Provision of Accurate Information on Products and Services**

- We will provide customers with accurate information regarding the specifications, quality, and handling procedures of products and services, as well as raw materials used in products, packaging materials, and the like.
- We will not use wording or expressions that are false or that may cause misunderstanding among consumers or customers, defame other companies or individuals or infringe their rights, in representations included in catalogs and advertising and promotions for products and services.

### **Appropriate Transportation**

- We will comply with the transportation standards of NISSIN FOODS Group mutually agreed on, including those for inspection of containers and treatment of loading platforms to prevent dirt and unpleasant odors.

## **Taking into Consideration the Global Environment**

### **Environmental Management**

- We will comply with the environment-related laws, regulations, agreements, and applicable standards in the respective countries and regions.
- We will work on continuous improvement to minimize the negative impact of our business activities on the environment by establishing an environmental management system in reference to ISO 14001 and other international standards.

### **Measures against Climate Change**

- We will strive to reduce greenhouse emissions.
- We will use our best endeavors to disclose the decarbonization progress in a transparent manner, where required.

### **Contribution to Improvement in Biodiversity**

- We support the NDPE (No Deforestation, No Peat, and No Exploitation) commitment.
- We will conduct business activities properly while respecting, considering, and handling biodiversity appropriately in compliance with relevant laws and regulations in respective countries and regions.
- We will not conduct business activities in the world's protected areas and other protected areas designated by each country.
- Whenever we conduct business activities in a region encompassing a biologically important area, the group will formulate and implement measures according to the order of prioritization in the mitigation hierarchy (avoid, mitigate, restore, and offset) to minimize the negative impact on biodiversity.
- We will never take part in trade involving endangered species designated by the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES), etc. or wildlife-based raw materials that are illicitly poached or trafficked.
- We will use our best endeavors to transition towards regenerative agriculture practices.

### **Effective Use of Resources**

- We will work to make efficient use and cyclical use of resources, energy, and water.
- We will use renewable energy as much as possible to reduce greenhouse gas emissions and will also formulate an energy reduction plan.
- We will reduce the amount of plastic waste to a minimum and will strive to convert plastic into materials that are suitable for recycling. We will additionally promote initiatives for collecting, sorting, and recycling plastic materials.

- We will strive to promote the reuse of container packaging, packing, and transportation materials, to review container packaging designs, and to use easily recyclable materials.

### **Information Disclosure**

- We will cooperate in the disclosure of environmental information when requested and will actively disclose it in a timely and appropriate manner.

### **Appropriate Handling of Waste**

- We will appropriately handle waste and will formulate and work to implement plans to prevent, reuse, and recycle it, and to reduce as much amount as possible.

### **Prevention of Environmental Pollution**

- We will comply with all relevant laws and regulations of respective countries and regions in the management of soil, air, and water pollution.

## **Information Security**

### **Proper Management of Personal Information**

- We will properly manage and protect confidential information and personal information of all suppliers, third parties, and employees, and will comply with all relevant applicable laws and regulations of respective countries and regions.

### **Prevention of Leaks of Confidential Information of Customers and Third Parties**

- We will properly manage and protect confidential information received from all suppliers and third parties.

## **Coexistence with Society and Local Communities**

### **Contribution to Development of International and Local Communities**

- We will actively engage in support activities for and collaboration with diverse stakeholders in society such as local communities, and will work to contribute to them.

Established: May 13th, 2025