

# Code of Ethics

The Code of Ethics reflects the Company's heritage, vision, and values, and it serves as a guiding light for all its employees in making decisions and action taking.

## Compliance with the Law and Rules

- We're committed to treating our employees, customers, suppliers, and stakeholders with dignity and equality—no discrimination based on religion, race, or gender allowed.
- Following the law is a baseline requirement, but we aim to go beyond that.
- At Yamaton, we make sure to uphold all legal guidelines as well as our own standards for behavior.

## Customers

- We're dedicated to delivering top-notch service to our customers, responding to their needs in a timely manner and meeting deadlines.
- Yamaton aims to be a supplier of choice for its customers, and takes great care to keep their information and assets confidential.

## Staff

- At Yamaton, fairness and transparency define how it treats its employees. It looks after their well-being and safety, and views them as long-term partners.
- We actively work to foster a diverse and inclusive environment, offering everyone the chance for personal growth.
- Tolerance and mutual respect are non-negotiable, and any form of violence is strictly prohibited.
- Yamaton employees are individually responsible for contributing to the Company's growth, development, and overall success.
- Ethical behavior, including honesty and integrity, is expected, and no form of bribery or undue benefits is acceptable.
- The team is also responsible for protecting the information and property confidentiality and assets of Yamaton.
- Employees at Yamaton choose to work here freely, without any form of coercion.

## Owners and Community

- Yamaton focuses on long-term stability and growing the Company's value. We're engaged with our community and make contributions to benefit it.

## Environment

- We invest in a secure and appropriate working environment at Yamaton.
- We are committed to environmental conservation, and allocate resources to meet environmental guidelines.
- We value the production of eco-friendly products that not only minimize harm but also contribute positively to environmental protection.