

Toho Titanium Group CSR Procurement Policy

The Toho Titanium Group implements responsible procurement activities to fulfill its corporate social responsibility (CSR).

The promotion of CSR should be undertaken by the entire supply chain, and this CSR Procurement Policy (the "Policy") has been established as a matter to be undertaken in order to fulfill our social responsibilities together with our business partners.

We ask our business partners to understand the purpose of this policy and to encourage our business partners to promote this policy.

1. Human rights and labor

We will respect the human rights of all employees, including the following matters, and treat them with dignity and respect.

- (1) Prohibition of child labor and the protection of young workers
- (2) Prohibition of Employment, Forced and Binding Work through Free Choice
- (3) Prohibition of inhumane treatment and harassment
- (4) Prohibition of discrimination based on race, nationality, age, sex, religion, disability, marital status, sexual orientation, etc.
- (5) Freedom of association, freedom of union participation, and respect for collective bargaining rights
- (6) Appropriate management of working hours and holidays and reduction of overtime hours
- (7) Compliance with local laws in wages and welfare and payment of appropriate wages to meet minimum wages and living standards

2. Safety, hygiene and health

We will ensure the safety and health of the workplace, including the following items, and promote the health of our employees.

- (1) Ensuring occupational safety
- (2) Development of Emergency Measures including Securing Evacuation Routes
- (3) Prevention of industrial accidents and diseases
- (4) Assurance of industrial hygiene, identification and assessment of chemical, biological and physical factors, and their management
- (5) Management of physical high-load operations
- (6) Machine safeguarding
- (7) Ensuring Safety and Health in Sanitary Equipment, Meals and Housing
- (8) Train all workers in health and safety
- (9) Employee Health Management

3. Environmental Conservation

We will reduce the environmental impact of our business activities and effectively utilize resources, including the following items.

- (1) Obtain and maintain environmental permits and registrations without omission
- (2) Prevention of pollution and effective use of resources
- (3) Strict control of hazardous substances
- (4) Waste management, reduction and reuse
- (5) Monitoring and control of atmospheric emissions

- (6) Prohibition and Restriction of Specified Substances
- (7) Management of water
- (8) Energy conservation and reduction of greenhouse gas emissions
- (9) Biodiversity Conservation

4. Corporate Ethics

We will practice the highest standards of corporate ethics, including the following.

- (1) Prohibition of bribery, corruption, extortion, and embezzlement
- (2) Prohibition against giving or receiving inappropriate benefits
- (3) Appropriate Information Disclosure
- (4) Protection of Intellectual Property
- (5) Support for fair business, advertising, and competition
- (6) Protection of whistleblowers and elimination of retaliation
- (7) Responsibility for procurement of conflict minerals
- (8) Securing personal information protection and information security
- (9) Non-involvement with criminal organizations
- (10) Legal Compliance in Manufacturing and Sales

5. Social and regional contribution

We will voluntarily carry out activities that can contribute to the development of international and local communities.

6. Management System

We will establish and operate a management system to ensure that the above requirements are met and secured. The management system also requires the following elements:

- (1) Compliance Policies/Corporate Commitments
- (2) Periodic management review of the management system
- (3) System for identifying, understanding, and monitoring requirements based on laws, customer requirements, and Policy
- (4) Risk assessment and risk management
- (5) Improvement targets
- (6) Training
- (7) Communications
- (8) Employee feedback and participation
- (9) Auditing and Evaluation
- (10) Corrective action process
- (11) Documentation and records
- (12) Monitoring of communication and implementation to our own suppliers

Or more