

CSR Action Standard

1) Shareholder, Investors

- 1.Kamaya will release the accurate company information to the Shareholders and Investors in compliance with the law in a proper period.
- 2.Kamaya never make a deal in securities by undisclosed information that we are able to know it related to our duties or business, and never offer any profit and accommodation to any third party using such information.

2) Human Rights, Labor

- 1.All Kamaya employees are employed under their free will, and we never force labor.
- 2.Kamaya esteems the basic human rights of every person, and never discriminate bias based on race, belief, gender, age, social status, nationality, ethnicity, religion or disability and we don't act such as abuse, any kind of harassment, oppressive & inhumane treatment.
- 3.Kamaya never employ the child whose age are less than the minimum for working age and make them work.
- 4.Kamaya try to eliminate segregation and to implement the equal opportunity and fair treatment for recruitment and employment.
- 5.Kamaya properly manages working hours, holidays and long leaves, and pays at least the legal minimum wages without unjust wage reduction.
- 6.Kamaya respects the rights of employees to organize for discussion about working condition between labor side and management side.

3) Safety and Health

- 1.Kamaya takes safety measures for all machinery equipment used in the company.
- 2.Kamaya complies with every law about the industrial safety and health, and tried to prevent occupational accidents and diseases by which to indentify, evaluate risk in workplace or jobs involving physical load and to take appropriate counter measures, and we promotes to make safe and hygienic workplace which employees can work with their sense of safety.
- 3.Kamaya prevents occupational accidents and occupational diseases, along with review of the situation and take appropriate counter measures.
- 4.Kamaya imagines all possible disasters and accidents, and prepares an emergency counter plan to ensure life and safety of all workers and making these measures known inside the workplace.
- 5.Kamaya ensures safety and health of facilities provided to workers.
- 6.Kamaya ensures appropriate health management of all employees through medical checkup, in accordance with the legal requirement.

4) Environment

- 1.Kamaya manages chemical substances for products and production line, in compliance with the laws of the country.
- 2.Kamaya establishes and manages an Environment Management System.
- 3.Kamaya tries to comply with laws of the country regarding sewer, sludge and emissions and to minimize its effect on the environment.
- 4.Kamaya undergoes procedures for acquiring required government permits and licenses and management reporting, in compliance with the laws of the country.
- 5.Kamaya complies with the Natural Trust Law and sustains efforts for environmental preservation activity, usage of resources and energy, reduction in emission of greenhouse effect gases and waste material by improvement activity of the PDCA cycle.
- 6.Kamaya discloses information regarding environmental activities, as necessary.

5) Fair Trade

- 1.Kamaya maintains healthy relationship with the government, administration and to prohibit bribery and illegal political donations.
- 2.Kamaya never act causing any disadvantage to suppliers due to misuse of position or receiving any kind of personal favors due to one's position.
- 3.Kamaya never grant any inappropriate advantages to stakeholders and receive the same from them.
- 4.Kamaya complies with Anti-Trust law and its related laws and never acts inhibiting fair and transparent open competition.
- 5.Kamaya shares accurate information with the consumers and clients regarding products and services.
- 6.Kamaya never act violation of Intellectual Property Rights of other companies.
- 7.Kamaya creates a management framework for export of technology or goods regulated by law, and implement appropriate export formalities.
- 8.Kamaya provides and discloses information to the stakeholders by appropriate means as necessary.
- 9.Kamaya prevent fraudulent acts and ensures their early detection to undertake appropriate measures.

6) Eradication of Antisocial Forces

- 1.Kamaya discontinues any relation and dealing with the antisocial forces.
- 2.Kamaya denies all unfair demands from antisocial forces with an uncompromising stance and ensures safety of officials dealing with them.
- 3.Kamaya creates an organized framework of close cooperation with the outside Specialized

Agencies such as police or lawyers for elimination and prevention of any damage caused by antisocial forces.

4.Kamaya never act backdoor dealings, inappropriate funding or grant of convenience to antisocial forces under any circumstances.

7) Safety and Quality

1.Kamaya complies with laws about product safety in the country and achieves product safety standards in consideration for common requirement safety level, for design made by the company.

2.Kamaya creates and mobilizes quality management system.

8) Information Security

1.Kamaya devises a counter plan against computer network related threats and provides appropriate management to ensure zero damage within and outside the company.

2.Kamaya ensures appropriate management and protection of personal information pertaining to the customers, third parties or company employees.

3.Kamaya ensures appropriate management and protection of confidential information received from the customers or third parties.

9) Social Contribution

1.Kamaya promotes activities for contribution towards development of international as well as regional community.

10) Company Property

1.All of the facilities, equipment, a fund and information are the assets of the company and must be used for a purpose of the performing company task. Kamaya carries out management thoroughly to prevent steal, loss, leak out or misused.

2.Kamaya recognizes that intellectual property rights are our important property. We protect and effectively utilize all of our invention and design, and take opposition measures quickly when it is used an infringement illegally by a third party.

3.Kamaya never acts of conflict of interest against the profit, such as to concern with the competing business of our company and to look to interests of individual employee or third party in preference to the company's profit.

11) Conflict Mineral Initiatives

1.Kamaya does not use in its products the tantalum, tin, tungsten, gold and other conflict minerals that are the source of funds for the purchase of weapons and the maintenance of fighting by armed groups that commit human rights violations and acts of violence in the Democratic Republic of the Congo, the countries adjoining it, conflict zones and high-risk zones. Moreover, we engage in initiatives to eliminate the use of conflict minerals to ensure supply chain transparency and also promote initiatives to prevent furthering conflict and to avoid complicity in human rights violations and acts of violence.

12) Drunken Driving and Illegal Drug

1.Kamaya directors and employees never drive under the influence of alcohol under any circumstances and never act to promote the drunken driving.

2.Kamaya directors and employees never possess, use, manufacture, merchandise and distribute the illegal or law-evading drug. We take the action based on laws and ordinances in Japan in overseas as well.

13) Thoroughness to Comply with Action Standard

1.Kamaya directors and employees get Kamaya CSR Action Standard right and comply with it.

2.All supervisors take the initiative to comply with Kamaya CSR Action Standard on our business, try to make public to employees and make employees to comply with it by the using their authority if necessary.

3.When employee violates every laws or rule that we should comply in business society and act suppression, manipulation, fabrication or camouflage, Kamaya will take strict action as a disciplinary action and take a legal action.

4.Kamaya revises the CSR Action Standard considering every environment surrounding us at fixed intervals, and operates it in response to the actual.