

# Established efforts and guidelines

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## (1) Concept on human rights and labor

### ① Prohibition of forced labor

All employees will be employed at their own will, and they will not carry out forced or compulsory labor.

### ② Prohibition of inhuman treatment

Human rights of employees shall be respected. Harsh and inhuman treatment, including abuse and any form of harassment will be strictly prohibited.

### ③ Prohibition of child labor

Persons who do not meet the minimum age for employment must not be employed, and the employment that is harmful to the normal growth of children must not be allowed.

### ④ Prohibition of discriminatory treatment

Discrimination in hiring and employment shall be eliminated, and equal opportunities and fair treatment shall be strived to achieve.

### ⑤ Compliance with minimum wage

Employees will be paid at least a minimum statutory wage, and unreasonable wage reductions will not be made.

### ⑥ Compliance with labor laws

Working hours, holidays and vacation shall be properly managed, so as not to exceed the statutory limit.

### ⑦ Organization right and collective bargaining right shall be ensured.

The right to organize employees shall be respected as a means of making negotiations between the employer and employees on issues like labor environment and wage standards.

## (2) Concept on safety and health

### ① Safety measures for machinery and equipment

Appropriate safety measures shall be taken for any machinery and equipment used by the company.

### ② Ensure workplace safety

The risk to workplace safety shall be assessed, and the safety shall be ensured with appropriate design, engineering and administrative measures.

### ③ Ensure workplace health

Biological and chemical substances along with noise and odors harmful to the human body shall be figured out in the workplace, and appropriate measures shall be taken.

**④ Prevention of occupational accidents and occupational diseases**

The situation of disasters and occupational diseases shall be figured out, and appropriate measures shall be taken.

**⑤ Emergency response**

In order to protect the safety of life and body, it is necessary to prepare countermeasures for emergency, and it shall also be thoroughly informed in the workplace as disasters and accidents may occur.

**⑥ Consideration to the physically burdensome work**

Specific physically burdensome work shall be properly managed to avoid accidents and diseases.

**⑦ Ensure the safety and cleanliness of facilities**

The safety and cleanliness of living facilities (dormitories, dining halls, toilets, etc.) provided for the employees shall be properly ensured.

**⑧ Health care for employees**

Appropriate health care shall be implemented for all employees.

### **(3) Concept on environmental conservation**

NOBLE Group will comply with the following environmental policies for all business activities related to the development, design, production and sale of electronic components.

**① Efforts for environmental conservation are regarded as important issues for administration, and great efforts shall be made to continuously improve the prevention of environmental pollution.**

**② The laws and other requirements related to the environment conservation shall be complied with, and environmental conservation efforts shall be made technically and economically to the maximum possible extent.**

**③ Environmental objectives and targets shall be set based on the basic policy, so as to promote activities for continuous improvement.**

a. In addition, it shall be attempted to explore the alternative to replace substances that may cause damage to the environment as much as possible.

b. Every effort shall be made to reduce, separate and recycle waste associated with business activities.

c. Every effort shall be made to conserve resources and save energy.

**④ The use of prohibited substances shall be clarified in order to prevent environmental pollution caused by hazardous chemical substances. And source for raw materials and parts are controlled.**

**⑤ Environmental management system shall be established and operated.**

## **(4) Concept on fair trade and ethics**

The Code of Conduct of NOBLE Group companies is “to comply with laws and company rules, and to conduct corporate activities fairly and transparently. In addition, the difference between public and private affairs shall be self-determined, and good culture and customs shall be respected in accordance with the corporate ethics.” Accordingly, in order to comply with the law and to operate the business with high ethical standards, conservation efforts shall be made to improve the business awareness of employees.

### **① Prohibition of corruption and bribery**

Healthy and normal relationship with politics and administration shall be maintained. Bribery or illegal political contributions must be prohibited.

### **② Prohibition of abusing dominant bargaining position**

Any action that will adversely affect the suppliers shall not be performed by means of abusing dominant bargaining position.

### **③ Prohibition of granting and/or receiving improper benefits**

Improper benefits related to the stakeholders must not be granted and/or received.

### **④ Prohibition of restrictions on competitive conduct**

No action can be taken to impede fair, transparent and free competition.

### **⑤ Provide accurate product and service information**

Accurate information on products and services shall be provided to the consumers and customers.

### **⑥ Respect for intellectual property**

The intellectual property rights of others must not be infringed.

### **⑦ Appropriate export control**

As for the export of technologies and goods regulated by laws and regulations, a clear management system will be developed to implement appropriate export procedures.

### **⑧ Information disclosure**

Regardless of whether it is obliged to disclose by laws and regulations, relative information shall be actively provided and disclosed to the stakeholders.

### **⑨ Prevention and early detection of fraud**

Activities for the prevention of fraud will be conducted, and mechanisms for early detection and response will be developed.

## **(5) Concept on information security**

### **① Protect against threats on computer networks**

Measures to protect against threats on computer networks shall be taken and managed, so as not to harm the company and others.

### **② Prevention of divulging personal information**

Personal information of the customers, third parties and employees shall be properly managed and protected.

### **③ Prevention of divulging confidential information of the customers and third parties**

Confidential information received from customers and third parties shall be properly managed and protected.

## **(6) Concept on social contribution**

Activities for social contribution centered on the location of business shall be promoted to make contribution to local communities at home and abroad.