

# **FRANCE BED HOLDINGS Group**

## **Code of Conduct**

Established on	November 9, 2021
Revised on	December 1, 2022

**FRANCE BED HOLDINGS CO., LTD.**

# FRANCE BED HOLDINGS Group

## Code of Conduct

### **1. Compliance commitment**

We will have pride as an employee of the FRANCE BED HOLDINGS Group, sincerely comply with all laws and regulations, and internal and external rules and manners, conduct ourselves according to socially acceptable standards, and strive to earn trust from society, in accordance with the FRANCE BED HOLDINGS Group Basic Compliance Policy.

### **2. Coexistence with society and communities**

We will listen to the voices of our society, particularly those of our customers, and, in order to reflect such information in our business activities, we will thoroughly report, communicate, and consult, so that all the information, whether favorable or unfavorable, is expeditiously disseminated throughout the company. We will also interact more deeply with local communities and strive to contribute to society through active participation in social activities.

### **3. Earning trust through customer satisfaction**

We will develop safe, secure, fast and high-quality products and services, correctly present their quality and contents, etc., and strive to make customers feel satisfied, in order to earn trust from our customers.

### **4. Establishing a relationship of trust with business partners**

We will compete fairly and freely with other companies in the same industry in the business transactions. Moreover, when conducting sales and receiving orders for our products and services, we will comply with laws and regulations such as the Antimonopoly Act, the Unfair Competition Prevention Act and the Subcontract Act, and establish a relationship of trust with our business partners.

### **5. Fostering an environment for employees' self-actualization**

We will strive to foster the workplace where employees' safety and health are considered, any harassment is eliminated, each employee can demonstrate their individuality, motivation and ability to the maximum extent, and employees can feel self-actualization. We will also carry out working-style reforms and enable our employees to experience leeway and affluence in the economic and spiritual realms, as well as with respect to time.

### **6. Understanding and support from stakeholders**

We will fulfill our accountability to our stakeholders such as business partners, consumers, shareholders, employees and local communities, by providing timely and appropriate corporate information, and thereby strive to gain the trust and support from our stakeholders.

**7. Confidentiality and personal information protection**

We will strictly manage personal information, confidential business information, and information subject to contractual confidentiality obligations, and we will not divulge such information or use it for other purposes.

**8. Intellectual property rights**

We will strive to maintain and utilize the intellectual property rights owned by us, and, in terms of intellectual property rights owned by others, we will respect their rights.

**9. Sound relationships with governmental and administrative agencies**

We will maintain sound and normal relationships with governmental and administrative agencies, and we will not engage in illegal conduct such as entertainment, gifts, various forms of monetary contributions, donations, bribes, and offerings, or similar conduct.

**10. Dealing with antisocial forces**

We will sever all relationships with groups and individuals that disrupt social order or hinder sound corporate activities, and under no circumstances will we engage in conduct that may foment such relationships.

**11. International relationships**

In our overseas business activities, we will respect the local culture and customs, make sincere efforts to understand such culture and customs, and contribute to the development of the region.

**12. Initiatives for environmental conservation**

We will comply with laws and regulations, and ordinances related to the environment, and, in order to reduce environmental burden in our business activities, we will promote energy saving, reductions in consumption of water, raw materials, etc., reuse and recycling, and strive to reduce greenhouse gases and waste materials.

**13. Respect for diversity**

We will respect each other as individuals, and, regardless of nationality, age, gender, sexual orientation or gender identification, race, ethnicity, religion, political beliefs, thoughts and creed, place of origin, disability, etc., we will provide fair opportunities not only in daily business activities, but also in recruitment, promotion in positions, treatment, educational opportunities, etc.

This principle applies to all employment related activities, including hiring, training, performance evaluation and remuneration.

Supplementary provisions

This Code of Conduct shall come into effect as of December 1, 2022.