

Requests to Our Suppliers

The NIPRO Group engages in purchasing activities with consideration for human rights, industrial safety, and the environment based on its Purchasing Policy. Suppliers are requested to understand this policy and ensure the following.

1. Ensuring safety and stable supply

- Please supply products and services whose safety and efficacy are fully ensured.
- If there are any changes in the specifications of products or services supplied to the NIPRO Group, please fully examine the impacts on the products or services and notify the NIPRO Group in advance.
- Please establish an appropriate maintenance system in ordinary circumstances so that the supply system will not be threatened due to damage to the factory or manufacturing machinery, equipment, etc.
- Please establish an appropriate business continuity plan (BCP) to alleviate supply interruption risk.
- If a supply interruption occurs due to an unavoidable cause, please report it to the NIPRO Group as soon as possible.

2. Compliance

- Please comply with all of the applicable laws, regulations, and ordinances in all relevant countries and regions.
- Please eliminate all relations with anti-social forces and any companies or groups having close relations with anti-social forces.
- Please do not perform animal experiments if there is an alternative means, and if such experiments must be performed, handle them in as humane manner as possible, such as using the minimum number of animals and minimizing their pain and stress to the greatest extent possible.
- Please provide your employees with training and education so that they will work under high ethical standards, and establish an organization system that allows any problem in the workplace to be reported without fear of retaliation or intimidation.

3. Privacy protection

- Please do not acquire personal information of any stakeholder by illegal means, and strictly protect any acquired personal information and use it in accordance with the appropriate processes as prescribed.
- Please establish appropriate security systems to protect personal information against any unauthorized access.

4. Promotion of just and fair trade

- The NIPRO Group will always choose suppliers based only on the results of fair competition, and requests that its suppliers also conduct fair and sincere business activities.
- Please eliminate any act of corruption to obtain inappropriate profit in relation to medical professionals, government officials, or any other third parties. Acts of corruption include bribery, excessive business entertainment, illegal kickbacks, and provision of benefits not based on the results of fair competition. The NIPRO Group will not accept any gifts or business entertainment considered inappropriate under normal social standards, regardless of whether it is intended as an act of corruption.
- If requested by a NIPRO Group employee to perform an act that is problematic in terms of compliance, or if a suspicious act by a NIPRO Group employee is noticed, please inform the NIPRO Group as soon as possible using its communication form.

5. Consideration of environmental conservation

- Please comply with the applicable environment-related laws, regulations, and ordinances of all relevant countries and regions.
- Please cooperate in the acquisition of environment-related licenses, permits, and approvals as requested by the NIPRO Group.
- Please establish systems for safely processing, storing, and reusing waste products, exhaust gas, and wastewater, and ensuring appropriate control of them. Particularly for waste products, exhaust gas, and wastewater that may adversely affect the human body or environment, please carefully examine such possibility before release, and process them under appropriate controls.
- Please obtain, and provide as necessary, accurate information on the chemical substances contained in your products supplied to us, to ensure conformity to the regulations of relevant countries and regions.

6. Human rights perspective

- Please do not use services that utilize forced or slave labor or human trafficking, but use free-willed employees only.
- Please do not allow any child labor, and if employing workers younger than 18 years old, confirm that they have reached the statutory employment ages in the relevant countries or regions and that they have completed statutory compulsory education, and do not cause them to engage in dangerous work.
- Please provide your employees with appropriate wages, breaks, and leave conforming to any applicable laws and regulations, and endeavor to promote fair working practices.
- Please do not discriminate against your employees on the grounds of race, religion, belief, nationality, ethnicity, sex, sexual orientation, gender identity, or disability, and deal with each of them as an individual with dignity.
- Please provide your employees with work environments free from inhumane treatment. Inhumane treatment includes sexual exploitation, physical and mental abuse, and any type of harassment.

- Please fully ensure the safety and health of your employees' workplaces, and protect them against all dangers by fully examining and controlling the processes where their safety and health may be threatened.
- Please respect your employees' freedom of association, and ensure a system for them or their representative to smoothly communicate with management regarding working conditions.
- Please do not use materials containing conflict minerals such as tantalum, tin, tungsten, and gold, which may indirectly support human rights abuses.

7. Supply chain management

- Please share these initiatives with your suppliers in an effort to build sustainable supply chains.
- Please establish systems for accurately recording these initiatives, and keeping and submitting upon request such records, to respond to investigations and confirmation by the NIPRO Group regarding such initiatives.
- Please set company goals and promote continuous improvement through internal and external progress evaluations, to further develop these initiatives.