

The Kagome Code of Conduct

In recent years, worsened social issues are threatening the international community and the economic order by taking the forms of anti-globalism, protectionism, and nationalism. Sustainable society is a prerequisite for corporations to thrive into the future.

In Japan, the nation of a super-aged society with frequent natural disasters, self-help and public assistance are not enough. We need to come up with the spirit and the system of “mutual aid” to fill the void in between.

Under such circumstances, Kagome declares its active involvement in social issues as a part of the Vision 2025. We accelerate coalition with local governments, other companies, and NPOs to achieve this goal. Unfortunately, our work place is not immune from harassment including sexual one and abuse of power, which are simply unacceptable. We need to address these issues. Furthermore, we must re-commit ourselves to comply with fair business practices, to stand firmly against the reported scandals by major companies.

Based on the recognition above, the Kagome Group establishes the Code of Conduct, a signpost of day-to-day actions and decisions for each one of us. This Code helps us to achieve the Vision 2025, “a strong company of sustainable growth, resolving social issues with foods,” and encourages us to fulfill our social responsibility with high ethical standards including compliance with laws and rules, and the spirits behind such regulations.

1

Mutual aid

The system of mutual aid

In regard to the social issues that cannot be solved through self-help and public assistance alone, we choose a target what we can do, and we proactively engage in the system of mutual aid.

Collaboration with stakeholders

Social issues cannot be solved on our own. We look for willing stakeholders who share the goal with us, and we carry out collaborative action.

Mutual aid within the regional community

As a member of the regional community, we make mutual support and mutual assistance toward the sound development of the regional community.

2

Respect for human rights

Respect for individuals

We respect individuals and their privacy. We mutually recognize the various skill sets and diversity of employees as Kagome’s most valuable assets.

Prohibition of discrimination

Each person is treated fairly and equally in the workplace. Discrimination is an infringement of human rights and is strictly prohibited.

Measures against harassment

We nourish a corporate culture that prevents and stops all forms of harassment, both inside and outside of our company. We never look the other way.

3

Fairness

Fair play

We follow the norms of society and organizations, always keep our promises, and never engage in fraudulent acts.

Fair trade

We never conduct or engage in transactions using a dominant bargaining position or are complicit in exploitation.

Information disclosure

We quickly disclose accurate information in an easy-to-understand format for higher transparency of the corporate activities.

KAGOME