



# JYA-NAY CO.,LTD.

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## BUSINESS ETHICS CODE OF CONDUCT

### 1. Business Integrity:

Corruption, extortion, embezzlement, fraud or any forms of activities against business ethics are strictly prohibited.

### 2. No Improper Advantage:

Bribes or other means of obtaining undue or improper advantage or business secret are not to be promised, offered, authorized, given or accepted.

### 3. Disclosure of Information:

Disclosure of information in compliance with laws and regulations such as occupational safety policy, environmental policy and labor policy.

### 4. Intellectual Property

Protecting and respecting partners' intellectual property rights; any form of information disclosure without the owners' consent is strictly prohibited.

### 5. Fair Business, Advertising, and Competition

Standards of fair business, advertising and competition are to be upheld. Appropriate means to safeguard customer information must be available.

### 6. Protection of Identity and Non-Retaliation

Ensuring the confidentiality, anonymity and protection of supplier and employee whistleblowers, unless prohibited by law.

### 7. Responsible Sourcing of Minerals

Policy established to assure that no conflict minerals purchased by Jya-Nay and its suppliers from Democratic Republic of the Congo or an adjoining country.

### 8. Privacy

Abiding by information security laws and regulatory requirements when the information is collected, stored, processed, transmitted, and shared from suppliers, customers, consumer, and employees.