

L & F Code of Conduct for Suppliers

L & F Co., Ltd. and/or its overseas affiliates (hereinafter collectively called "L & F") is committed to be a global chemical company that carries out its roles and responsibilities as a member of global society. We strive to provide sustainable solutions that can contribute to resolve social/environmental problems, while endeavoring to adhere to the basic principles of sound growth of the business.

We have established the "L & F Code of Conduct for Suppliers" based on international norms, standards and legal requirements to fulfill our social responsibilities at global level and to achieve sustainable performances. We particularly expect mutual support from our supplier (the "Company") to comply with the following standards.

- A. The Company (does not hire any person below the legal working age, and complies with the legal requirements for juvenile labor regarding minimum age, working hours and working conditions.
- B. The Company prohibits all forms of involuntary labor, including forced labor, labor exploitation, and establishes employment contracts that clearly define the working conditions in the employees' native languages.
- C. The Company prohibits all forms of discrimination such as race, skin color, age, gender, place of origin, physical disability, pregnancy, religion, political views, labor union membership or marital status in terms of employment, promotion, remuneration, educational opportunities, etc.
- D. The Company respects the human rights of all employees, and effectuate humane working circumstance by prohibiting any sexual harassment, abuse, punishment, psychological or physical coercion, violent language, etc.
- E. The Company abides by all legal requirements related to maximum working hours, days of work, minimum wage, welfare and remuneration, etc.
- F. The Company respects the employee's right to have association and collective bargaining in accordance with local laws and regulations. Employees can communicate with the management with regard to their working conditions without any risk of discrimination, retaliation, threats or harassment.
- G. The Company maintains the highest level of integrity in all transactions and relations, and strictly prohibits any types of corruption including undue acquisitions of improper advantages or bribery, while fully complying with all legal requirements related to anti-corruption. The Company also guarantees confidentiality and protection of whistle-blowers.
- H. The Company must comply with legally mandated precautionary measures including evaluating and eliminating hazardous matters, providing regular education and emergency trainings, disseminating personal protective equipment, etc., to ensure that employees can work and live (if accommodation is provided) in a safe and healthy environment.
- I. All required environmental permits, approvals, and registrations shall be obtained and

maintained in the most recent versions. The Company shall devote utmost efforts to minimize the adverse impact of their manufacturing process on the environments and local community, such as hazardous substances, solid waste, waste water, air emissions, resource reduction, etc.

J. The Company shall prohibit the use of conflict minerals and materials sourced through any illegal and unethical processes including the processes where human rights are infringed, and shall establish a precautionary system.

In addition, the Company must be able to provide due diligence measures of the origin and chain of custody on raw materials in accordance with [Appendix1], and actively cooperate with L&F's due diligence.

Acknowledgement for L & F Code of Conduct for Suppliers

We agree to fully acquaint and comply with the L & F Code of Conduct for Suppliers.

1. We are fully aware of the contents of the L & F Code of Conduct for Suppliers, and are committed to faithfully comply with the requirements therein which we recognize as significant factor as a supplier who carries out transactions with L & F.
2. If L & F requests a survey or a visit to our company in order to audit our compliance with this L & F Code of Conduct for Suppliers, and asks that we take any corrective measures based upon the results of such audit, we will make our best efforts to cooperate and to respond to any request of L & F to the extent our operational activities, intellectual property rights and other rights are not adversely affected.
3. We will devote our best efforts in requesting of our employees as well as our suppliers for their compliance with the terms and conditions of this L & F Code of Conduct for Suppliers.

This Acknowledgement is made in two original copies, one for the Company and the other for submission to L & F.

[] date [] month [] year

Company Name:

Representative Director:

(signature or stamp)

To L & F Co., Ltd.

[Appendix1] Due diligence policy

1. Due diligence Target

Minerals	Conflict minerals(Tin, Tantalum, Tungsten, Gold), minerals mined in conflict affected and high-risk areas such as cobalt
Conflict-Affected areas	Democratic Republic of the Congo, Sudan, Rwanda, Burundi, Uganda, Congo, Zambia, Angola, Tanzania, Central African Republic
High-risk areas	The areas where The UNITED STATES DEPARTMENT OF LABOR regulates

2. Due diligence Standard

- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

[OECD Due Diligence Guidance for Minerals - 5 steps framework]

No.	Steps	Contents
1	Establish strong company management system	<ul style="list-style-type: none"> • Establish Due diligence Policy and management system (Ref : OECD Guidance Annex II) • Communication with stakeholders, including suppliers (Relevant provisions included in the contract) • Supply chain history management
2	Identify and assess risk in the supply chain	<ul style="list-style-type: none"> • Identify risks in supply chain • Assess risks of suppliers based on OECD Guidance Annex II
3	Design and implement a strategy to respond to identified risks	<ul style="list-style-type: none"> • Devise and adopt a risk management plan identified in the Identify and assess risk in the supply chain¹ phase • Report findings of the supply chain risk assessment and risk management plan to the designated senior management of the company
4	Carry out supply chain due diligence at identified points in the supply chain	<ul style="list-style-type: none"> • Due diligence based on OECD Due Diligence Guidance (Conduct independent third-party audit)
5	Report on supply chain due diligence	<ul style="list-style-type: none"> • Publicly report on supply chain due diligence result (through Sustainability management report, Annual report, etc.)

[Appendix2]References for the L&F Code of Conduct for Supplier

The following standards were used in referencing this L&F Code of Conduct for Supplier, on which additional information can be found at the sites listed:

RBA Code

<http://www.responsiblebusiness.org/standards/code-of-conduct>

ILO International Labor Standards

www.ilo.org/global/standards/lang-en/index.htm

ISO 14001

www.iso.org

OECD Guidelines for Multinational Enterprises

www.oecd.org

OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas

<http://www.oecd.org/investment/mne/mining.htm>

SA8000 and SAI (Social Accountability International)

<http://www.sa-intl.org/>

United Nations Global Compact

www.unglobalcompact.org

Universal Declaration of Human Rights

www.un.org/Overview/rights.html