

CODE of CONDUCT

Statement Date : January 1st., 2024

Our Principles

TENGA Co., Ltd. cares about being a responsible partner in society, acting with integrity towards our employees, customers, business partners and suppliers, as well as the wider community. While pursuing our business objectives, we always strive to do this in a responsible manner to ensure we are doing the right thing.

All TENGA Co., Ltd. employees are required to protect our company's legality, therefore they should comply with all environmental, safety and fair dealing laws. We do expect employees to be ethical and responsible whenever dealing with our company finances, products, partnerships and public image.

Business ethics

(Non-discrimination)

In the case of cultural diversity, promotion of such employment must be based on skills and abilities. Business shall not be entered into parties that discriminate in any way. Our suppliers shall not discriminate against any Worker based on age, disability, ethnicity, gender, marital status, national origin, political affiliation, race, religion, sexual orientation, gender identity, union membership, or any other status protected by applicable national or local law, in hiring and other employment practices.

(Intellectual property)

Intellectual property rights are to be respected; transfers of technology and expertise are to be carried out in such a way that intellectual property rights and customer information are protected.

(Health and safety)

All business partners must be committed to a safe and healthy workplace and must comply with all applicable laws and regulations that apply to health and safety. Furthermore, there must be an appropriate method for dealing with hazardous materials. All partners that provide residential facilities must also maintain those facilities in a healthy and safe manner.

Labor and Human Rights

(Employment practices)

Business will only be done with those who do not subject their workers to physical risks, and do not exploit their workers. Mental or physical threats and physical punishment of any kind is not allowed. Wages and benefits must comply with the law and/or prevailing local practice. All fees and/or wage deductions must be fair and reasonable.

Child labour is forbidden among partners or sources or the sources of vendors (a child is a person under the age of 14 years or 16 years, depending on national legislation). Forced or prison labor is forbidden to use among partners or sources or their sources` vendors.

Environmental issues

TENGA is committed to environmentally and socially responsible business management. We expect the same conduct from all of our suppliers. We also require all of our employees to respect the principles of environmentally and socially responsible and ethical conduct and to integrate these principles into our company culture. Furthermore, we strive continually to optimize the sustainability of our corporate activities and our products , and we ask our suppliers to contribute to these efforts in the spirit of an integrated approach.

All business partners must be committed to environmentally safe practices and must be in compliance with the relevant regulations. Care must be taken with any environmentally sensitive substances or processes. All business partners must actively minimize production's environmental influence and follow local laws and regulations including the chemical law REACH from the EU. Forbidden chemical substances are not permitted.

Material Restrictions and Product Content

Suppliers shall adhere to applicable laws, regulations and CommScope requirements regarding prohibition or restriction of specific substances in products and manufacturing, including labeling for recycling and disposal.

(Dealing with waste and hazardous substances)

Our suppliers shall pursue a systematic approach in order to identify solid waste, manage it, reduce it, and responsibly dispose of or recycle it. Chemicals and other materials that pose a danger when they are released into the environment are to be identified and managed in such a way that safety is ensured when people interact with these materials, as well as when they are transported, stored, used, or recycled.

(Reducing consumption of raw materials and natural resources)

The use and consumption of resources during the production process and the generation of waste of any sort,

including water and energy, are to be reduced and avoided. This takes place either directly at the place where the waste is generated or through processes and measures – for example, through changing production or maintenance procedures or processes in the company, through the use of alternative materials, through economizing, through recycling or through the reuse of materials.

TENGA's Code of Conduct is based on national laws and regulations as well as international conventions such as the United Nations' Universal Declaration of Human Rights, guiding principles about children's rights and child labour, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization's international labour standards, and the Global Compact of the United Nations. We expect our suppliers to adhere to all relevant laws and regulations as well as to the requirements of standards.

Reference:

- UN's conventions on Human Rights including Children's Rights. (<http://www.hrweb.org/legal/undocs.html>)
- ILO's (International Labour Organisation) conventions on working conditions and workers rights in the workplace. (<https://www.ilo.org/declaration/thedeclaration/textdeclaration/lang--en/index.htm>)
- The Rio Declaration on Environment and Development.
(https://www.un.org/en/development/desa/population/migration/generalassembly/docs/globalcompact/A_CONF.151_26_Vol.I_Declaration.pdf)

For and on behalf of TENGA Co., Ltd.


