

# Compliance with laws and company policy

Daido Steel established "Code of Ethics" and "Daido Steel's Code of Conduct." It guides to the conduct expected as a Daido Steel employers and employees. We need to be familiar with all significant company policies and legal requirements.

All employers and employees of Daido Steel swear to comply with those code, standards and laws.

## Code of Ethics

We have to comply with all legal requirements (domestic and international laws), policies and common senses in accordance with below our eight "Code of Ethics."

We should;

1. contribute our society through "technology," "service," and "quality" which hold the credibility of customers and society.
2. involve in environmental matters autonomously.
- 3 conduct all corporate activities in accordance with corporate ethics and legal requirements as a good corporate citizen.
- 4 keep the relationship of fairness, transparency, and freedom among corporations, politics governments.
5. NOT associate with antisocial parties and others which cause disorder and unsecured status to the society.
6. disclose our corporate information fairly and spontaneously communicating with shareholders as well as the members of society.
7. respect the individuality and personality of the employees and secure the safe workplace.
8. Top management of Daido Steel shall assume the responsibility to implement this code of ethics by taking all necessary measures. In the event of violation of this code, management shall investigate and solve the problem, make information disclosed quickly and appropriately. After the disclosure, management shall take the measure for prevention and violators shall be disciplined.

## Daido Steel's Code of Conduct

