

SMILE Sustainable Product Development Policy

Established on January 1, 2024

Smile Co., Ltd., together with all of our business partners, has established the "Smile Sustainable Product Development Policy" as follows in order to ensure the sustainable provision of safe and secure products through business activities with high ethical standards, as well as respect for human rights and compliance with laws, regulations and international rules.

1.Environmental Considerations

We recognize environmental issues as an important issue for us, and promote activities that are considerate of the global environment through our business activities and product development, while making continuous improvements to realize a sustainable society.

<https://www.smilecorp.co.jp/company/esg/>

2.Legal Compliance and Fair Corporate Activities

① Legal Compliance

We, as business operators, are aware of our corporate social responsibilities, faithfully comply with all laws of each country and region, and act with social decency.

② Fair and equitable transactions

We will comply with laws and engage in free and fair competition in our business activities.

We will not use fraudulent means to sell products or accept orders.

We will not make illegal political contributions, benefits, or bribes.

We will work to prevent corruption.

Furthermore, in our overseas corporate activities, we will comply with the relevant laws and regulations of each country, strive to harmonize with those countries, and strive to develop together with the countries concerned.

③ Prohibition of transactions with anti-social forces

We will take a firm stance against anti-social forces that threaten the order of society and the sound activities of companies.

We will not provide economic benefits to anti-social forces.

3.Respect for human rights

①Respect for fundamental human rights and prohibition of discrimination against nationality, gender, beliefs, physical condition, social status, etc.

We will respect the dignity and fundamental human rights of all people.

We will not discriminate unfairly on the basis of nationality, gender, beliefs, physical condition, social status, etc.

②Prohibition of child labor and forced labor.Freedom of association and the right to collective bargaining.

We will not employ children under the minimum employment age stipulated by the laws of each country or region.

Furthermore, we will not force unfair labor in any form of employment.

We respect the freedom of association and the right to collective bargaining.

4.Safe and secure product

①Providing Safe and Secure Products and Services Appropriate quality control

In order to provide our customers with safe and secure products, we have established a system for product safety management and will constantly strive to improve quality control at all stages of product development, manufacturing, and sales both domestically and overseas.

②Intellectual Property Protection

We will endeavor to protect the intellectual property rights of each country and region and will not infringe on the intellectual property rights owned by others.

5.Consideration for the work environment

①Payment of appropriate wages and conclusion of labor contracts

We will appropriately manage the working hours, holidays, and wages of employees, pay wages and benefits, provide benefits, and conclude labor contracts with our employees in accordance with applicable international labor standards and laws.

② Ensuring Safety and Health in the Workplace Prohibition of Harassment and Respect for Diversity

We are committed to ensuring the safety and health of our employees in the workplace, creating a comfortable working environment, and a workplace free of discrimination and harassment.

We respect diversity, and are working to enhance the environment and systems that enable employees to contribute in a variety of working styles regardless of job type, age, workplace, etc. under various employment agreements.