

Requests to Suppliers

Kumagai Gumi's Procurement Policy Guidelines

Kumagai Gumi has established a Procurement Policy to contribute to a sustainable society and remain a company that is needed by society. We believe that to conduct sound business operations it is essential that we collaborate with our suppliers throughout the supply chain. To grow together as reliable partners, we ask all of our suppliers to familiarize themselves with Kumagai Gumi's Procurement Policy and actively adhere to the stipulations below. We also request that you (our suppliers) encourage your suppliers to understand and comply with these guidelines.

1. Compliance with laws and regulations and societal norms

We ask that you comply with all laws, regulations, and societal norms in the countries and regions in which you operate.

- Ensure strict compliance.
- Comply with the Construction Business Act and related laws and regulations, and adhere to the guidance provided by the regulatory authorities based on these laws and regulations.
- Bribery and illegal political contributions are prohibited.
- Exploiting a superior bargaining position is prohibited.
- Offering or accepting improper benefits is prohibited.
- Eliminate antisocial forces.

2. Fair and equitable transactions

We request that suppliers be selected through fair and equitable evaluations of safety, quality, environmental considerations, pricing, delivery reliability, construction capabilities, business conditions and other factors.

- Fair and equitable competition
- Provide equitable trading opportunities and information.
- Transactions on an equal footing.
- Proper imports and exports

3. Respect for human rights

We request that you respect fundamental human rights in your business practices.

- Comply with laws and regulations regarding the employment of workers, including the Labor Standards Act, the Act on the Improvement of Employment of Construction Workers, and the Industrial Safety and Health Act.
- All types of discrimination and harassment are prohibited.
- Promote understanding of the LGBTQ+ community (sex and gender minorities) and gender equality.
- Ensure appropriate employment and working conditions, including wages, working hours, days off, and leaves of absence.
- Child labor, forced labor, and other forms of unfair labor are prohibited.

4. Promoting health and safety

We request that you consider occupational health and safety to ensure a safe and comfortable working environment.

- Prioritize respect for human life and increase awareness of safety.
- Maintain high standards of health and safety.
- Prevent industrial accidents and injuries.
- Effective health management for your employees
- Establish a safe and comfortable working environment.

5. Ensuring and enhancing quality

To provide our customers and all users of our facilities with safety, satisfaction and peace of mind, we ask that you ensure the safety and quality of the objects you build and work to enhance them.

- Consistently provide materials, equipment, and labor while following delivery and construction schedules.
- Improve construction techniques and promote technological development.
- Take measures to reduce expenses while maintaining quality.
- Enhance the skills of international workers.

6. Environmental preservation

We encourage you to actively engage in environmentally friendly business practices.

- Implement activities aimed at reducing environmental impact.
- Reduce greenhouse gas emissions.
- Actively work to conserve biodiversity.
- Reduce the generation of mixed waste and promote recycling.
- Follow environmental laws and regulations while establishing, maintaining, and enhancing environmental management systems.

7. Full enforcement of information security

We request that you take steps to ensure information security, giving due consideration to the protection of all information related to your work, including confidential and personal information.

- Prevent the leakage of confidential information, trade secrets, and other information learned in the course of work.
- Strictly manage personal information and implement measures to prevent the leakage, theft, falsification or destruction of personal information and other risks.
- Prevent infringement of intellectual property rights and other rights

8. Social contributions

We invite you to participate in activities that contribute to society.

- Utilize management resources to promote activities that contribute to local communities.
- Actively participate in our activities, such as cleaning up the areas around construction sites.

9. Continuing business operations in the event of a disaster

In the event of an unforeseen disaster, we request your cooperation in maintaining the continuity of the supply of products by sharing supply chain information with us and your suppliers. We also ask for you in our emergency management activities in the event of an emergency.

- Develop a system for managing emergencies, including large-scale disasters.