TEIKOKU USA INC
CHEMPUMP

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Teikoku USA
Supplier Code of Conduct

As an international company with a long tradition and excellent reputation, Teikoku USA expects all suppliers and business partners to uphold high standards of ethics, safety, and environmental responsibility. This Supplier Code of Conduct outlines the basic principles we expect suppliers to follow in their daily operations and throughout their supply chains.

1. Ethics and Compliance

- Comply fully with all legally binding rules and regulations, including but not limited to laws governing fair competition, applicable export and import restrictions and all relevant customs and tax requirements.
- Avoid any actual or perceived conflicts of interest, and refrain from directly or indirectly offering, promising, giving, or accepting bribes, improper gifts, or anything of value intended to influence business decisions.
- Maintain accurate and transparent business records.

2. Human Rights and Labor

- Do not employ and use child labor, forced labor, or any form of human trafficking.
- Treat all employees with dignity and respect. Harassment, discrimination, or abuse of any kind is not tolerated.
- Provide fair wages, reasonable working hours, and legally required benefits.
- Recognize and Respect employees' right of association, where permitted by law.

3. Health, Safety, and Environment

- Follow all applicable environmental, health, and safety laws and standards.
- Ensure a safe work environment.
- Manage waste, emissions, and hazardous materials responsibly.
- Strive to reduce energy use, emissions, and resource consumption, and enhance sustainability.

4. Product Quality and Compliance

- Supply products and services that meet agreed specifications, regulations, and safety standards.
- Maintain all required licenses, certifications, and permits.
- Promptly communicate any nonconformance that could affect the delivery of parts or service to Teikoku USA's Quality department.

5. Confidentiality and Data Protection

- Protect Teikoku USA's confidential information, trade secrets, and intellectual property.
- Use such information only for its intended purpose and share it only with authorized individuals.
- Implement safeguards to prevent unauthorized access, transmission, or disclosure of data.
- Teikoku USA may require an additional signed project specific confidentiality and non- disclosure agreement (NDA) for certain orders or contracts.

6. Cybersecurity

- Maintain reasonable cybersecurity practices to protect systems and data related to Teikoku USA's business.
- Promptly notify Teikoku USA if any data breach or security incident occurs involving company information.

7. Supplier Responsibility

- Cascade these standards to your own suppliers and subcontractors.
- Report any known or suspected violations of this Code of Conduct or applicable laws.
- Cooperate with Teikoku USA in any compliance or audit reviews as requested.
- Take corrective action promptly if violations occur.

Acknowledgment:

By supplying products or services to Teikoku USA, the supplier agrees to comply with the principles of this Supplier Code of Conduct and to promote the requirements throughout its supply chain.