



## Supplier Code of Conduct

### *Summary*

The SoftBank Group (meaning SoftBank Group Corp. and its subsidiaries, “we”) aims to contribute to sustainable development and the resolution of environmental and social issues. We conduct business in a variety of business domains and, in a supply chain, we believe that it is essential to conduct our business based on high ethical standards rather than simply complying with laws and regulations.

We understand that our business partners, vendors, suppliers, consultants, and contractors (collectively “Suppliers”) are independent entities, but the business practices and actions of our Suppliers impact the SoftBank Group. Therefore, we seek Suppliers who are engaged with or act on behalf of the SoftBank Group to comply with laws and regulations and Suppliers’ own sustainability policy regarding supply chain management, as well as the ethical standards stipulated in this Supplier Code of Conduct as set forth below. We also request that Suppliers make reasonable efforts to make sure that all concerned parties, including their own suppliers, understand and comply with this Supplier Code of Conduct.

### *A. Environment*

We expect our Suppliers to take responsibility for their operations regarding environmental issues. Suppliers should work to minimize adverse effects on the community, environment, and natural resources.

#### **1. Environmental Regulations**

Suppliers are required to comply with all applicable environmental laws and regulations. We encourage our Suppliers to consider the impact on the environment (including hazardous substances, air emissions, greenhouse gas emissions, wastewater discharges, and recycling) through their operations.

#### **2. Environmental Permits and Reporting**

All environmental permits, approvals, and registrations required for Suppliers’ operations shall be obtained, maintained, and kept current and their operational and reporting requirements shall be followed.

#### **3. Pollution Prevention**

Emissions and discharges of pollutants and generation of waste are to be minimized or eliminated.

#### **4. Hazardous Substances**

Chemicals, waste, and other materials posing a hazard to humans or the environment are to be identified, labeled, and managed to ensure their safe handling and disposal.

## **5. Waste Management**

Suppliers shall work to reduce or eliminate waste of all types by implementing appropriate waste conservation measures in their facilities, through maintenance, reuse, recycling, and disposal.

## **6. Effective Use of Materials**

Suppliers shall work to reduce consumption of resources, including raw materials, energy, and water, taking into account climate change. Suppliers shall seek to minimize their energy consumption and greenhouse gas emissions and look for cost effective methods to improve raw material, energy, and water efficiency.

## **7. Biodiversity**

Suppliers shall conduct business activities with a concern for their impact on biodiversity.

## *B. Labor*

We expect our Suppliers to be committed to upholding the human rights of all workers and treating them with dignity and respect by following international principles of human rights.

### **1. Prohibition of discrimination/Harassment**

Suppliers shall be committed to a workplace free of harassment and discrimination. Suppliers shall not engage in discrimination or harassment based on race, color, age, gender, sexual orientation, gender identity and expression, ethnicity or national origin, disability, pregnancy, religion, health condition, genetic information, marital or civil partnership status, caste, union membership, political affiliation, military or veteran status, or any other characteristics.

### **2. Child labor**

Suppliers shall comply with all applicable minimum working age laws, regulations and requirements and not utilize child labor. Suppliers shall not employ anyone who is less than 15 years of age or the legal minimum working age of the respective country or region (whichever is higher).

### **3. Forced labor**

Suppliers shall use only voluntary labor and provide the right to resign with reasonable notice. The use of forced labor in the form of indentured, bonded or prison labor is prohibited.

### **4. Working Conditions**

Suppliers shall not require workers to work more than the maximum hours of daily labor set by applicable laws. Suppliers shall make reasonable efforts to reduce workers' overtime hours. Compensation paid to workers shall not be less than the minimum wage of their respective regions and shall comply with all applicable wage laws and regulations, including those relating to minimum wages.

### **5. Humane Treatment**

Suppliers shall not engage in physical discipline or abuse, verbal abuse, sexual or any other harassment, threats of abuse, or any other forms of intimidation.

## **6. Freedom of association**

Suppliers shall respect the right of employees to freely associate or not associate and to bargain collectively in accordance with applicable laws and regulations.

## *C. Health and safety*

We expect our Suppliers to minimize the incidence of accidental work-related injuries and illnesses and foster and maintain a safe and healthy work environment. Suppliers shall utilize ongoing worker input and conduct training for workers to identify and resolve health and safety issues in the workplace.

### **1. Occupational Safety**

Suppliers shall comply with all applicable safety and health laws and regulations. Potential exposure to safety hazards for workers are to be identified and assessed and controlled through proper design and administrative controls in the workplace, preventative measures for health and safety, implementation of safe work procedures (including lockout/tag out), and ongoing safety training.

### **2. Emergency Preparedness**

Potential emergency situations and events are to be identified and assessed and their impact shall be minimized by implementing emergency plans and response procedures including: emergency reporting, employee notification and publication of evacuation procedures, implementation of worker training and drills, deployment of appropriate fire detection and suppression equipment, and clear, unobstructed, and adequate exit facilities and recovery plans. Such plans and procedures shall focus on minimizing harm to workers' lives, workplace environments, and the company's property.

### **3. Occupational Injury and Illness**

Procedures and systems are to be in place to prevent, manage, track and report occupational injuries and illnesses including provisions to: encourage worker reporting; classify and record injury and illness cases; provide necessary medical treatment; investigate cases and implement corrective actions to eliminate their causes; and facilitate workers' return to work.

### **4. Health and Safety Communication**

Suppliers shall provide workers with appropriate workplace health and safety information and training in each worker's language or a language understood by the worker for all identified workplace hazards that workers may be exposed to, including but not limited to mechanical, electrical, chemical, fire, and physical hazards. Health and safety related information shall be clearly posted in the facility or placed in a location identifiable and accessible by workers.

## *D. Fair Business*

We expect our Suppliers to meet social responsibilities and to achieve success in the marketplace with the highest standards of ethics.

### **1. Business Integrity**

The SoftBank Group expects its employees to conduct business with the highest ethical standards; thus, as Suppliers of the SoftBank Group, the highest ethical standards of integrity are to be upheld in all business interactions. Suppliers shall have a zero-tolerance policy in prohibiting all forms of unethical behaviors.

## **2. Fair Competition**

Suppliers shall comply with applicable laws and regulations relating to fair transactions, such as anti-trust laws, in order to attain fair competition.

## **3. Anti-Bribery, Anti-Corruption & Money Laundering**

Suppliers shall comply with anticorruption laws and regulations including implementing reasonable measures intended to prohibit direct or indirect payments or other benefits to government officials for the purpose of obtaining an improper advantage. Suppliers shall not engage in any inappropriate behaviors, such as, bribery, kickbacks, corruption, extortion, money laundering, or embezzlement.

## **4. Conflicts of Interest**

A conflict of interest is any situation where an individual's interests or relationships of SoftBank Group officers and employees could inappropriately influence, or appear to inappropriately influence, decisions made by the SoftBank Group. Suppliers should avoid those situations in which the activities and interests between SoftBank Group officers and employees and Suppliers may adversely affect the operations and decisions made by the SoftBank Group.

## **5. Insider Trading**

Suppliers shall not commit insider trading. Suppliers shall comply with insider trading laws and regulations by not trading in securities of any of SoftBank Group's public companies when in possession of material non-public information about such company. This includes not disclosing SoftBank Group's material non-public information.

## **6. Sanction Restrictions**

Suppliers shall comply with all import, export, boycott, and sanction restrictions as required by any applicable laws and regulations. Suppliers shall not have any relationships with anti-social forces or criminal organizations.

## **7. Privacy and Information Security**

Suppliers shall comply with privacy and information security laws, ordinances, and regulatory requirements when personal information is collected, stored, processed, transmitted, and shared. Suppliers shall commit to protecting the SoftBank Group's confidential information, such as trade secrets, and use such information in an appropriate manner. Suppliers shall also protect the personal information of everyone they do business with, including suppliers, customers, consumers, and employees.

## **8. Communication with third parties**

Suppliers shall not leak SoftBank Group's confidential information to the press or media on the Softbank Group's behalf unless the Supplier has been authorized in writing to do so by the SoftBank Group.

## **9. Intellectual property**

Suppliers shall respect SoftBank Group's intellectual property rights, ensure technology and know-how is transferred in a manner that protects intellectual property rights, and safeguard supplier and customer information.

## **10. Disclosure of Information**

All business dealings should be transparently performed and accurately reflected on the participant's business books and records.

## **11. Protection of Identity and Non-Retaliation**

Programs that ensure the confidentiality, anonymity, and protection of employee whistleblowers are to be maintained, unless prohibited by applicable laws and regulations. Suppliers should have a process for their personnel to be able to raise any concerns without fear of retaliation.

## **Enforcement**

This Supplier Code of Conduct is enforced from May 1, 2021.