

Code of Ethics	Date of enactment 2025-9-22	Document Number PR_900_22_R00_en
	Revision Date	Revision Number

Japan Food Safety Management Association (JFSM) Code of Ethics

< Preamble >

The Japan Food Safety Management Association (hereinafter referred to as “JFSM”) aims to contribute to global food safety through the dissemination of food safety management standards originating in Japan, striving to create a society where consumers around the world can live safely, and sets the following purposes:

- 1) to support the food business operators to improve corporate governance such as food safety, quality control, and social responsibility.
- 2) to optimize costs of the corporate governance of the food business operators through standardizing their corporate governance activities.
- 3) to improve the corporate governance for the food business operators to contribute to selections and confidence building of relevant operators and consumers.

To achieve these purposes, JFSM establishes and adheres to this Code of Ethics as a set of behavioral guidelines based on strict ethical standards to promote fair and appropriate business activities.

< Articles >

(Compliance with Laws and Social Norms)

Article 1

JFSM shall comply with relevant laws, public documents, regulations, and internal rules, and establish and maintain a quality management system. It shall observe laws including the Antimonopoly Act, prevent conflicts of interest, refrain from excessive gifts or entertainment beyond social norms, and shall not use JFSM activities for personal gain.

(Respect for Human Rights)

Article 2

JFSM respects the dignity, human rights, and privacy of all individuals, and resolutely eliminates all forms of harassment, privacy violations, and discrimination.

Discrimination or human rights violations based on race, ethnicity, nationality, religion, beliefs, age, gender, social status, occupation, physical characteristics, educational background, gender identity, sexual orientation, disability, illness, or any other reason shall not be tolerated. Child labor and forced labor are also strictly prohibited.

(Creating a Healthy and Safe Workplace)

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Article 3

JFSM aims to create a workplace environment where all staff can work in good physical and mental health and safety, while respecting diversity and creativity, and supporting work-life balance.

(Environmental Consideration)

Article 4

JFSM recognizes the importance of environmental conservation and strives to contribute to a sustainable society. It complies with environmental laws and regulations, promotes efficient use of resources, energy conservation, and aims to reduce environmental impact.

(Social Contribution)

Article 5

JFSM respects the cultures of the countries and regions where it operates, builds good relationships with local communities, and aims for mutual development.

(Exclusion of Antisocial Forces)

Article 6

JFSM takes a firm stance against antisocial forces that threaten civil society, the public, or the association's activities, and maintains no relationship with them.

(Prohibition of Political, Religious, and Solicitation Activities)

Article 7

JFSM prohibits political, ideological, or religious activities, as well as solicitation for personal or specific group interests, within the workplace.

(Fair Business Operations and Information Disclosure)

Article 8

JFSM conducts fair and transparent competition and proper transactions. It does not engage in consulting activities related to certification or conformity programs, nor does it abuse a superior position to force acquisition of JFS standards.

(Respect and Use of Intellectual Property Rights)

Article 9

JFSM appropriately manages and protects intellectual property obtained through its name, logo, publications, documents, and technological developments, and prevents unauthorized use by

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third parties. It also respects the intellectual property rights of others and strives not to infringe upon them.

(Management of Confidential Information)

Article 10

JFSM appropriately handles and strictly manages confidential and personal information of JFSM and its stakeholders.

(Implementation of the Code of Ethics)

Article 11

In the event of a violation of this Code, JFSM will sincerely investigate the cause and work to prevent recurrence. It protects the anonymity and privacy of whistleblowers and prevents any disadvantage or retaliation. Reports are handled fairly and appropriately in accordance with established procedures. Continuous education and awareness activities are conducted to ensure thorough understanding and implementation of the Code.

This Code shall be reviewed annually, and all staff shall confirm its contents.

Supplementary Provisions

This Code shall come into effect on September 22, 2025.

Revision History

Main Revision Content	Revision Date
Newly established (renamed and revised from “JFSM Code of Ethics” to “Code of Ethics”)	September 22, 2025