

JFSM Code of Ethics

We aim to contribute to global food safety through the spread of food safety management standards originated in Japan, and to create a society in which consumers around the world can live in safety.

Japan Food Safety Management Association (JFSM) was established to:

- (1) To improve efforts of food-related business operators to ensure food safety, quality control and trust.
- (2) To optimize the cost of food business operators' safety management, etc. by standardizing efforts related to food safety management, etc.
- (3) To contribute to the selection and trust of related businesses and consumers by making efforts of food business operators and food handling transparent.

1. Compliance with laws and social standards

We conduct our business in compliance with laws/regulations, published documents, rules, and internal regulations. We will also establish and maintain an operational quality management system and continue to be an organization that complies with laws, regulations, and social standards. We comply with the Anti-trust Law and other related laws and regulations to prevent conflicts of interest. In addition, we do not exchange gifts or entertain clients or use JFSM to benefit individuals.

2. Respect for human rights

We respect the personality, human rights and privacy of all people and respond decisively to harassment and invasion of privacy.

We do not discriminate or violate human rights regardless of race, ethnicity, nationality, religion, ideology, age, sex, social status, occupation, physical characteristics, educational background, gender identity, sexual orientation, disability, disease, or other reasons, and we will not authorize child labor and forced labor.

3. Social contribution

We respect the cultures of the countries and regions in which we do business, build good relationships with local communities, and strive to develop together.

4. Break from antisocial forces

We take a resolute stand against antisocial forces that threaten citizens, society, and the business activities of JFSM, and we will thoroughly break them.

5. Prohibition of political, religious and solicitation activities

We do not engage in political, ideological, religious missionary activities in our workplace, or we do

not conduct recruitment activities that benefit individuals or specific groups.

6. Creating a healthy and safe workplace

We aim to create a work environment in which all employees can work in a healthy and safe manner, respect the diversity and creativity of our employees, and strive to create a work environment in which we can achieve a work-life balance.

7. Fair Business Operations and Information Disclosure

We engage in fair, transparent, free competition and fair trade. We do not engage in consulting activities related to certification programs or conformity assessment programs, and we do not abuse our superior position by demanding the acquisition of JFS standards.

8. Respect and utilization of intellectual property rights

We properly manage and protect intellectual property, including the JFSM name, logo, publications, documents, and know-how obtained through technology development, from unauthorized use by third parties. We respect the intellectual property rights of others and endeavor not to intentionally infringe them.

9. Management of confidential information

We properly handle the confidential information of JFSM and the personal information of all parties concerned, and ensure the security management of such information.

10. Practice of the ethical code

In the event of a violation of JFSM Code of Ethics, we sincerely investigate the cause and take a preventative action. In response, we ensure the anonymity of whistleblowers and the protection of privacy, and do not treat whistleblowers unfavorably. We also prevent whistleblowers from being harassed or retaliated.

This JFSM Code of Ethics is reviewed annually, and all employees review JFSM Code of Ethics.