

Corporate & Social Responsibilities

At Sanko Gosei UK Ltd. we always seek to operate to the highest ethical standards and we apply this to everything that we do, we sum this up as 'ALWAYS DO THE RIGHT THING'.

Social and environmental practices work in a way that meets the ethical, legal and general expectations that society has of business. Our social responsibility is wide and covers everything from relationships with our customers, suppliers and members to environmental and sponsorship.

Everyone at Sanko Gosei UK Ltd. works to set of basic principles supported by the Employee Company Handbook which define the way we want to do business. Compliance is a default for us with both national and international law.

Our social responsibility is reflected in our initiatives in the employment of people with balanced work lifestyles, our principles of equality and diverse workforce and our activities to promote the integration of people with different ethnic backgrounds.

As a company, it is our duty to take responsibility to protect the environment. We shall continually focus on reduction consumption, waste reduction and environmental impacts from production.

Our business core values define the way we carry out our business activities. By complying with these core values, we build reputation, secure the trust of our stakeholders, and maximise long-term value for our shareholders and society at large.

Sanko Gosei UK Ltd. has concerned itself intensively regarding the implementation of industry regulations and directives and is committed to meeting our legal obligations and to ensure our supply chain is maintained to satisfy the needs of customers.

The purpose of this plan is to demonstrate how Sanko Gosei UK Ltd. intends to support each directive and regulation.

Bribery & Corruption

- Sanko Gosei UK Ltd. Anti-bribery policy establishes the UK Bribery Act as its baseline. We take a zero-tolerance approach to bribery and corruption and are committed to acting professionally. Our employees will neither pay nor accept any bribes, or other similar payments or inducements. This includes facilitation payments made to facilitate or speed up procedures. Sanko Gosei UK Ltd. will not engage in any practice which is, or might or could be perceived to be, corrupt or fraudulent.

Non-Disclosure agreements/confidentiality

- Sanko Gosei UK Ltd. may from time to time enter discussions relating to the supply of materials and services. During these discussions, we may disclose certain proprietary and confidential information, both written and oral, to a third party. All parties wish to protect their proprietary and confidential information and the proprietary and confidential information of their clients and other third parties to whom they owe a duty of confidence. Sanko Gosei UK Ltd. operate using a non-disclosure agreement to protect all party interests.

Environmental

- Sanko Gosei UK Ltd. aim is to reduce waste at all times. This includes reuse and recycling of materials wherever practical. Through our core engineering skill in light weighting (MuCell) and other technologies we help to reduce our CO₂ emissions.
Our approach is always to consider the environment as we operate a continuous process of improvement in every way we work, with our employees, customers, suppliers and the wider community. Supporting this is an on-going programme of investment in facilities and improvements using technology, all designed to make it easier to work with us improving our efficiency and reducing CO₂ emissions.

Health & Safety

- Sanko Gosei UK Ltd. places great value in the safety and health of its employees. For this reason, we have certified our internal processes in all locations and consistency in accordance with the quality management standard ISO 45001. In this regard, we consistently comply will all applicable legal specifications related to user safety, noise protection, accident prevention and health and environmental protection. High work safety standards apply throughout Sanko Gosei UK Ltd.
Once a year each employee receives safety instruction from the company Health & Safety department, which has to be documented. Furthermore, the employee is given an explanation of how to behave in hazardous situations, when personal protective equipment must be worn, which kinds of work are particularly hazardous and important points to pay attention to at all times.

Privacy

- Sanko Gosei UK Ltd. takes appropriate measures to respect privacy, to protect personal data against loss and unauthorised access or use, and to comply with relevant privacy and information security laws and regulations.

Financial Responsibility/Accurate Records

- All business dealings are transparently performed and accurately reflected on the company's financial reports and filings.

Fair Competition/Anti-Trust

- Sanko Gosei UK Ltd. upholds standards of fair business and conduct business in accordance with all applicable anti-trust or anti-corruption laws and regulations.

Export Controls and Economic Sanctions

- Sanko Gosei UK Ltd. complies with applicable restrictions on the export or re-export of goods, software, services and technology, as well as with applicable restrictions on trade involving certain countries, regions, companies or entities and individuals.

Whistleblowing and protection against retaliation

- Sanko Gosei UK Ltd. policy is intended to encourage our employees and others to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviours or practices) with retribution.

Intellectual rights

- Sanko Gosei UK Ltd. believes Intellectual property rights are to be respected at all times. Customer and supplier information is to be protected. This includes taking adequate measures to safeguard against cyber-attacks.

Counterfeit parts

- Sanko Gosei UK Ltd. supports the production, sale and procurement of high quality, OEM components that satisfy customer requirements and provide the highest standard of safety and reliability. Suppliers are expected to support this, and must not knowingly sell or source any counterfeit parts.

Conflicts of interests

- Sanko Gosei UK Ltd. employees must avoid personal and financial activities that could conflict, or be perceived to conflict, with their responsibilities to the Company. They must not engage in any business similar to or competing with any business undertaken by Sanko Gosei UK Ltd.

Conflict Minerals and Cobalt

- Sanko Gosei UK Ltd. is committed to the responsible sourcing of Conflict Minerals (Gold, Tantalum, Tin and Tungsten) and Cobalt in compliance with the Organization for Economic Cooperation and Development's Guidance for Responsible Supply Chains of Minerals from

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Conflict Areas (OECD's Guidance), Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act and the European Union Regulation on Conflict Minerals. Sanko Gosei is committed to reviewing, identifying reducing and eliminating the use of Conflict Minerals in all of our products and will implement corrective action when suppliers are found to be not complying with The OECD's guidance.



WAYNE ASH
Managing Director – Sanko Gosei UK Ltd / SET Europe Ltd

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