

JR WEST Group Supply Chain Policy

1. JR WEST Group's Basic Approach

~In an effort to build a sound supply chain, JR WEST Group works together with all of our suppliers on activities fulfilling social responsibilities to contribute to realizing a sustainable society.~

Based on its Corporate Philosophy and Safety Charter, JR WEST Group is building on its efforts to create a corporate culture that prioritizes safety while fulfilling its corporate responsibility and working on sustainable development for the future.

To that end, We foster a relationship of mutual trust with our suppliers to build a solid partnership while recognizing the importance of working together to promote sustainable initiatives and contribute to realizing a sustainable society by building a sound supply chain.

Based on this approach, the “Initiatives to Promote Together with Our Suppliers” were established to be put into practice together with JR WEST Group and all suppliers involved in railway operations as well as services and products of JR WEST Group.

JR WEST Group will also continue to work with all suppliers on activities fulfilling social responsibilities.

2. Initiatives to Promote Together with Our Suppliers

We ask that all of the suppliers of the JR WEST Group companies understand and practice the following points.

(1) Ensuring safety and security

① Ensuring the safety and quality of services and products

Ensure and improve safety and quality to continue to steadily provide our customers with safe and reliable services and products in the future, with safety as our top priority.

② Providing reasonable prices and meeting deadlines and delivery dates

Provide quality services and products while ensuring a reasonable price, meeting deadlines and delivery dates, and reducing lifecycle costs.

③ Providing after-sales service and defect response

Provide an after-sales service system and swift and appropriate response to customers and suppliers if problems occur.

④ Providing appropriate information on services and products

Provide accurate information on services and products to customers and suppliers.

(2) Compliance with laws and regulations and preventing corruption

① Compliance with laws and regulations

Comply with local laws and regulations where business is operated and all other applicable rules and regulations.

② Fair trade

Engage in fair, impartial, transparent, free competition, and appropriate transactions, and do not engage in action that impede these activities.

③ Severance from antisocial forces

Eliminate relationships with antisocial forces and groups that threaten the order and safety of civil society.

④ Prevention of bribery and corruption

Prevent the giving, receiving, or offering of entertainment, benefits, or money to business associates, politicians, public officials, or others that exceeds conventional wisdom for the purpose of improper advantage or unfair preferential treatment.

⑤ Protection of intellectual property

Take protective measures and caution so that intellectual property rights owned by or belonging to the company are not infringed by third parties.

⑥ Building of an internal reporting system

Create a system where employees affected by compliance issues, human rights issues, or harassment can safely report and receive a consultation.

(3) Respect for human rights

① Respecting human rights

Respect individual human rights and diversity.

② Eliminating discrimination

Do not discriminate or take action that violates personal dignity based on race, nationality, age, gender, sexual orientation or identification, ethnicity, disability, religion, ideology, political views, pregnancy, or marital status.

③ Avoiding complicity in human rights abuses

Give careful consideration to ensure that business activities are not involved (complicit) with human right abuses by third parties.

④ Elimination of harassment

Eliminate all forms of harassment, including physical, emotional abuse, and other forms of harassment.

(4) Consideration for the work environment

① Prohibiting forced labor

Respect the free will of employees, and do not force a person to work against their will.

② Prohibiting child labor

Do not use children under the minimum working age for labor.

③ Respecting freedom of association, right to collective bargaining, and other workers' rights

Respect employees' right to organize, right to collective bargaining, and other workers' rights.

④ Management of appropriate working hours

Manage employee working hours and grant holidays and vacations appropriately.

⑤ Payment of adequate wages

Comply with all wage-related laws and regulations including minimum wage, overtime hours, and legal benefits, and pay wages to employees. In addition, do not unfairly reduce wages.

⑥ Ensuring workplace health and safety

Ensure a safe, hygienic, and healthy workplace environment for employees, and strive to prevent occupational accidents and illness.

(5) Consideration for the global environment

① Efficient use of resources and energy

For all business processes, provide materials, equipment, and labor with consideration to saving energy and resources and coexisting with the community and nature.

② Reducing emissions to the atmosphere

Monitor the emissions of greenhouse gases and hazardous substances, and work to reduce emissions.

③ Reducing waste

Properly dispose of waste, promote reducing, reusing, and recycling resources, and work to reduce waste.

④ Management of water

Work to conserve water, and prevent discharge of hazardous wastewater.

⑤ Management of chemicals and hazardous substances

Properly manage chemicals and hazardous substances in accordance with laws and regulations, and work to reduce the amount used and replace them with less hazardous substances.

⑥preserving biodiversity

Respect biodiversity, and perform business activities taking into account the direct and indirect impact on the ecosystem.

(6) Ensuring information security

①Protecting personal and confidential information

Appropriately manage and protect personal and confidential information of the company, suppliers, customers, and third parties, and work to prevent information leaks.

②Countermeasures against cyber attacks

Work to implement measures to protect from cyber attacks and ensure quick recovery from failure.

3. Understanding the Status of Initiatives and Taking Action to Make Improvements

To grasp the status of the initiatives related to the “Initiatives to Promote Together with Our Suppliers” above, we may ask that our suppliers respond to questions from us.

In addition, if we recognize that a supplier does not comply with or is at risk of not complying with the “Initiatives to Promote Together with Our Suppliers” above, we may ask to open talks with the supplier.

Through the talks, we will ask the supplier to consider improvements if deemed necessary improvements are not made and significant deviation persists, we may consider action including reviewing future transactions.

4. Expanding to Suppliers’ Other Companies

We ask for the cooperation of our suppliers to understand and practice the “Initiatives to Promote Together with Our Suppliers” above not only within your own companies but also within your own suppliers.