

## **CODE OF CONDUCT**

ITOCHU LOGISTICS (USA) CORP. (Company) is dedicated to high level of service to our customers and our customer's confidence in our trustworthiness in conducting our business. All employees and officers of Company are required to obey all applicable laws, and to adhere to the high ethical standards outlined in the Code of Conduct. Moreover, employees who engage or handle suppliers, consultants, agents, and sub-contractors must make sure that they act in a manner consistent with the principles of the Code of Conduct. Ethics and compliance are our shared responsibility. Our Code of Conduct shall be updated anytime when it is deemed necessary.

### **Full Compliance**

- Comply with all laws, regulations, and rules of society without exceptions.
- Respect the intellectual property and other rights of Company and others.
- Value our customers, business partners and other related parties, comply with contractual obligations, and protect the rights of the contracted party.
- Reject dealings and the relationships of any kind with anti-social forces and contribute to eliminating anti-social forces from society.

### **Fulfillment of Customer Satisfaction**

- Respect the opinion of customers and utilize such feedback in developing and improving our functionalities and services.
- Provide high quality functionalities and services that satisfy our customers.

### **Respect for Human Dignity**

- Company does not discriminate based on race, color, religion, sex, age, national origin, ancestry, sexual orientation, or other factors not related to a person's ability to do a job, including non-job related physical or mental disabilities.
- Prohibit harassing conducts like Ethnic, Disability, Age and Sexual Harassment.
- With correct understanding and recognition of employee human rights, develop a culture that respects human dignity.
- Commit to maintain a positive, safe, drug-free, and respectful work environment and prohibit acts or threats of violence or possessing weapons.
- Work in good faith at all times, engage in self-enhancement, and conduct ourselves with dignity and pride as an employee of Company.

### **Improvement of Information Security**

- Manage and protect the security of the personal information and protect the confidentiality of transactional information of Company and business partners and maintain its accuracy and completeness.

### **Contribution to the Protection of the Environment**

- Comply with all regulatory laws; minimize negative effect on our environment during our business.
- Contribute to the realization of a recycling-oriented society by promoting energy and resource conservation, reducing wastes, and promoting recycling.

### **Contribution to Society**

- Carry out our duty as a good corporate citizen, maintaining harmony with our local community.

### **Transparent Company**

- Conduct business in accordance with the highest ethical standards and prohibit any and all forms of bribery and corruption presented to or received from any government and or public institution officials (both US and non-US).