

Charter of Corporate Behavior



The Achilles Group aims to create added value that is useful to society and, through autonomous and responsible action, achieve a sustainable society. Therefore, based on conformance to the following rules both nationally and internationally, the Group will observe international rules, laws and regulations together with the spirit in which they were created and fulfill its social obligations in accordance with a high level of ethical values:

(Sustainable economic growth and solution of social issues)

1. Through innovation, we shall endeavor to develop and provide products and services that are safe and useful to society, and promote sustainable economic growth and solution of social issues, so as to obtain true customer satisfaction and trust.

(Fair business practice)

2. We shall compete in a fair and open manner. We shall conduct all transactions appropriately and promote responsible procurement. We shall maintain sound relationships with political and governmental entities.

(Fair information disclosure and constructive dialogue with stakeholders)

3. We shall disclose corporate information in an active, effective and fair manner, and conduct a constructive dialogue with diverse stakeholders in order to enhance corporate value.

(Respect for human rights)

4. We shall endeavor to conduct management practice that respects the human rights of all people.

(Building relationship of trust with consumers and customers)

5. We shall provide consumers and customers with appropriate information related to products and services, and communicate with them in an honest manner, so as to obtain their true satisfaction and trust.

(Workstyle reform and achievement of a fulfilling work environment)

6. We shall enhance employees' abilities, achieve a workstyle that respects their diversity, personalities and individuality, and create a safe, healthy, employee friendly environment.

(Dealing with environmental issues)

7. We recognize that environmental issues are a common challenge for all humanity, and that dealing with them is necessary for the company's existence and activities. We shall therefore strive to reduce our environmental impact on society.

(Social participation and contribution to social development)

8. As a good corporate citizen, we shall actively participate in society and contribute to its development.

(Thorough risk management)

9. In order to prepare for the activities of antisocial forces that may threaten the everyday lives of citizens or corporate activities, and for the threat posed by terrorism, cyberattacks and natural disasters, etc., we shall conduct thorough risk management implemented under an appropriate organizational system.

(The role of top management and thorough observance of the Charter)

10. The executive officers of the Achilles Group will recognize their role in achieving the spirit of the Charter, build effective governance to ensure that the Company and its group companies are fully informed, and, in addition, encourage the supply chain to act based on that spirit. In the event of any occurrence that contradicts the spirit of the Charter and causes the Company to lose the trust of society, the top management will fulfill its responsibility by taking the initiative for solving the relevant problems, finding causes and preventing them from recurring.