

# Torishima Ethical Standards

We, Torishima Group composed of Torishima Pump Mfg. Co.,Ltd and its subsidiaries and affiliates, comply with the laws and regulations as well as ethical standards stipulated below (“Standards”) that are summarized into 10 principles in conducting our business operation.

1. We pursue “making our global environment full of beautiful nature and peace” through our operation.
2. We take care of the importance of preserving the environment and make ourselves committed to making an eco-friendly environment and cultured living.
3. We engage in fair, clear and free competitions in our business and conduct our operation correctly.
4. We, as members of good corporate citizens, establish good relationships with our stakeholders through continuing commitment to social development.
5. We firmly refuse any demands from “Anti-Social Groups” and resist them.
6. We make every effort to eradicate any work-related accidents i.e. “Zero Accidents” and develop a safer work environment.
7. We respect each employee’s human rights and are careful to make a better workplace, and then treat our employees fairly.
8. We control non-public corporate information with good care and disclose it in a proper and timely manner, and then keep good communication with our stakeholders in society.
9. We recognize the value of intellectual property and will not violate any rights of others in relation to it.
10. The top management takes the initiative in showing a good example of acting in accordance with the spirit of these ethical standards, familiarizes their subordinates with these Standards, and establishes a corporate internal system while promoting a sense of ethics in accordance with these Standards.