

List of the Charter of Corporate Behavior and the Futaba Code of Conduct



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1. Compliance

Charter of Corporate Behavior	FUTABA will conduct its corporate activities with a high ethical standard in strict compliance with all laws and regulations and their spirits, and will fulfill its social responsibilities.
FUTABA Code of Conduct	We will comply strictly with all laws and regulations and their spirits, and act faithfully with high ethical standards.

2. Sustainable economic growth and the resolution of social issues

① Realization of an affluent society	Charter of Corporate Behavior	FUTABA will contribute to the realization of a sustainable and affluent society through manufacturing by capitalizing on digital technologies
	FUTABA Code of Conduct	We will strive to achieve innovation in manufacturing by capitalizing on digital technologies to change and improve our work processes.
② Contribution to local communities	Charter of Corporate Behavior	Through its business activities, FUTABA will work toward the resolution of economic, environmental, and social issues, and will continue to grow in harmony with local communities.
	FUTABA Code of Conduct	

2. Sustainable economic growth and the resolution of social issues

③ Protection of intellectual property	Charter of Corporate Behavior	FUTABA will work to protect and utilize the results of development through intellectual property rights, and will prevent the leakage of information pertaining to development. FUTABA will also strive to prevent the infringement of intellectual property rights belonging to third parties.
	FUTABA Code of Conduct	We will strictly manage intellectual property and prevent its unauthorized access. In addition, we will use intellectual property belonging to other parties appropriately and responsibly.
④ Creation of new value	Charter of Corporate Behavior	FUTABA will continue taking on the challenges of creating new value and resolving social issues by strengthening its unique technologies and collaborating with a diverse range of partners.
	FUTABA Code of Conduct	

3. Fair business practices

① Compliance with competition laws	Charter of Corporate Behavior	FUTABA will comply with competition laws inside and outside Japan, and will establish and manage systems to ensure free and fair business transactions.
	FUTABA Code of Conduct	We will comply with competition laws around the world and conduct all businesses in an equal and fair manner.
② Promotion of responsible procurement	Charter of Corporate Behavior	FUTABA will engage in open and fair procurement activities, and will promote responsible procurement to help realize a sustainable society. In addition, FUTABA will aim to achieve mutual prosperity in partnership with its suppliers.
	FUTABA Code of Conduct	We will comply with laws pertaining to subcontractors (such as the Act against Delay in Payment of Subcontract Proceeds, etc. to Subcontractors in Japan) and will not carry out any acts that misuse a dominant bargaining position with respect to subcontractors. We will deepen the relationship of mutual trust with our suppliers through communication.

3. Fair business practices

③ Prevention of bribery	Charter of Corporate Behavior	FUTABA will engage in open and fair procurement activities, and will promote responsible procurement to help realize a sustainable society. In addition, FUTABA will aim to achieve mutual prosperity in partnership with its suppliers.
	FUTABA Code of Conduct	We will not engage in any acts of bribery both inside or outside Japan, nor will we seek any unjust benefits by using unfair methods.
④ Transparent relationships with political and administrative bodies	Charter of Corporate Behavior	FUTABA will strive to maintain fair and sound relationships with political and administrative bodies, and will comply with all relevant laws and regulations.
	FUTABA Code of Conduct	

4. Fair disclosure of information and constructive dialogue with stakeholders

① Appropriate disclosure and constructive dialogues	Charter of Corporate Behavior	FUTABA will carry out the fair disclosure of information to its stakeholders at the appropriate timings and in the appropriate manner. FUTABA will communicate its business strategy, issues, and the like, and carry out constructive dialogues with these stakeholders
	FUTABA Code of Conduct	We will provide accurate information in a timely manner.
② Prevention of insider trading	Charter of Corporate Behavior	FUTABA will carry out the appropriate management of critical information and will proactively strive to prevent insider trading
	FUTABA Code of Conduct	We will not engage in insider trading*, nor will we convey critical facts that have not been publicly released. *The buying or selling of shares and the like based on the knowledge of critical facts relating to Futaba or another company that have not been publicly released.

5. Respect for human rights

Charter of Corporate Behavior	FUTABA will conduct business activities across its whole supply chain based on the understanding and respect for internationally recognized human rights.
FUTABA Code of Conduct	We will understand and respect internationally recognized human rights. We will comply with the Human Rights Policy of the FUTABA Group and incorporate this policy into our daily work.

6. Relationships of trust with consumers and customers

① Quality and safety assurance	Charter of Corporate Behavior	FUTABA will construct systems to ensure quality and safety, carry out initiatives to prevent the recurrence of issues, and reflect the expectations of customers into the improvement of products and services, as well as into new product development.
	FUTABA Code of Conduct	We will strive to raise the quality and safety of our products and services to satisfy the expectations of our customers
② Provision of value that exceeds expectations	Charter of Corporate Behavior	FUTABA will continue to provide value that exceeds the expectations of all its customers through products and services.
	FUTABA Code of Conduct	We will continue taking the initiative and rise unflinchingly to the challenge of exceeding the expectations of all our customers.

7. Reform of work practices and enhancement of workplace environments

① Promotion of diversity, equity, and inclusion (DE&I)	Charter of Corporate Behavior	FUTABA will promote DE&I and aim to achieve the active participation of all employees so that every team member can take on challenges, engage actively, and grow.
	FUTABA Code of Conduct	We will respect individual diversity and strive to build a corporate culture that achieves the maximum results as a team.
② Prevention of discrimination and harassment	Charter of Corporate Behavior	FUTABA will not permit workplace discrimination or harassment, and will respond rapidly and appropriately to concerns or consultations.
	FUTABA Code of Conduct	We will not engage in acts of harassment, and we will act to continually improve our workplaces and corporate culture with consideration toward others.
③ Promotion of work-life balance	Charter of Corporate Behavior	FUTABA will strive to enhance the added value of the work of every team member, and will establish and maintain workplace environments that promote a proper work-life balance.
	FUTABA Code of Conduct	

7. Reform of work practices and enhancement of workplace environments

④ Career development and skill improvement	Charter of Corporate Behavior	FUTABA will respect the individuality and initiative of its employees, and will support efforts to develop their careers, capabilities, and skills.
	FUTABA Code of Conduct	We will strive to enhance our capabilities through active personal development.
⑤ Prevention of workplace accidents and implementation of health and productivity management	Charter of Corporate Behavior	FUTABA will build workplaces that ensure health and safety so that everyone can work with peace of mind. In addition, FUTABA will support efforts to improve the mental and physical health of its employees to ensure their well-being.
	FUTABA Code of Conduct	We will prioritize the health and safety of our workplaces and team members, and strive to improve our mental and physical health on a daily basis.
⑥ Maintenance of sound labor-management relations	Charter of Corporate Behavior	Based on mutual trust and mutual responsibility between labor and management, FUTABA will comply with collective agreements, and consult in good faith with its employees and labor unions.
	FUTABA Code of Conduct	

8.Engagement in environmental issues

Charter of Corporate Behavior	FUTABA will actively promote the realization, maintenance, and restoration of carbon neutrality, the circular economy, and natural capital (biodiversity) throughout the supply chain.
FUTABA Code of Conduct	We will act to save energy and resources, promote reuse and recycling, prevent pollution, and so on starting from the design and development phases.

9. Participation in social contribution and volunteer activities

Charter of Corporate Behavior	As a good corporate citizen, FUTABA will actively engage with local communities, carry out social contribution activities, and support the willing participation of employees in community-based volunteer activities and the like.
FUTABA Code of Conduct	We will deepen our engagement with local communities, consider what actions we can take on a personal level, and proactively participate in volunteer and other activities that contribute to society as a whole.

10. Thorough crisis management

① Establishment and maintenance of risk management structure	Charter of Corporate Behavior	FUTABA will strive to reduce risk on a global basis to proactively prevent risks that may have a major impact on its business.
	FUTABA Code of Conduct	
② Rapid reporting and problem solving	Charter of Corporate Behavior	FUTABA will establish rapid reporting systems and build a workplace culture that facilitates such reporting in the event that a mistake, trouble, or other type of issue occurs, and will maintain an organization capable of resolving such issues.
	FUTABA Code of Conduct	We will follow the principle of reporting bad news first to facilitate the rapid resolution of problems and the implementation of correct actions as a company.
③ Attitude toward antisocial forces	Charter of Corporate Behavior	As a good corporate citizen, FUTABA will maintain social harmony and will remain resolutely opposed to anti-social forces that threaten the order and safety of society.
	FUTABA Code of Conduct	We will implement measures to ensure that we have absolutely no relationships with organized crime groups or other antisocial forces.

10. Thorough crisis management

④ Ensuring information security	Charter of Corporate Behavior	FUTABA will strive to build systems to protect its information assets and nurture human resources capable of maintaining information security to address information security risks, such as cyber-attacks, leaks of confidential information, and so on.
	FUTABA Code of Conduct	We will remain aware of the risks affecting information security, such as cyber-attacks, leaks of confidential information, and so on, and implement strict information management.
⑤ Protection of Personal information	Charter of Corporate Behavior	In processes involving the acquisition, utilization, provision, or the like of personal information, FUTABA will take the appropriate actions in accordance with the established regulations to prevent the leakage or loss of such information.
	FUTABA Code of Conduct	We will handle all personal information held by the company in an appropriate manner.

10. Thorough crisis management

⑥ System for responding to natural disasters	Charter of Corporate Behavior	In the event of an emergency such as a natural disaster or fire, FUTABA will prioritize the safety of its employees and the local community, and will strive to maintain its business activities.
	FUTABA Code of Conduct	
⑦ Thorough management of oversea transactions	Charter of Corporate Behavior	FUTABA will establish and maintain systems for complying with laws and regulations pertaining to exports inside and outside Japan to help maintain the peace and safety of the international community.
	FUTABA Code of Conduct	We will comply with all laws, regulations, and internal company rules pertaining to imports and exports.

11. Being a caring driver

Charter of Corporate Behavior	
FUTABA Code of Conduct	We will follow traffic manners and rules and drive with care. We will wear seat belts, keep to the speed limit, and never drink and drive.