

Organ CSR Policy

The responsibility of top management

Top management will take the initiative in realizing the business principles indicated in “Organ CSR.” If circumstances contrary to “Organ CSR” should occur, we will make swift and appropriate judgments based on strong leadership and strive to take corrective measures and prevent reoccurrence. In addition, the top management will deal strictly with any violation, including itself.

Improving Brand Value

We have pride in the Organ brand, which guarantees the quality and reliability of our products, and we understand that improving the value of that brand continuously gives customers trust due to security, safety and high quality, and for the company, generates stable and ongoing growth and sustainable development. “Improving brand value” is positioned as the thing that integrates all of our efforts on **Organ CSR** and we observe the following policies on that base.

Policies

- 1) **CSR in general**
 - **Compliance policy**

- 2) **Business activities**
 - **Quality policy**
 - **Reserch and Development policy**
 - **Procurement policy**
 - **Sales policy**
 - **Information management policy**
 - **Risk management policy**

- 3) **The relationship between the company and employees**
 - **Occupational health and safety policy**
 - **Policy on respect for human rights**

- 4) **The relationship between the company and society**
 - **Environmental policy**
 - **Social contribution policy**

1) CSR in general

- **Compliance policy**

We act not only abiding the laws and regulations and rules, but also with understanding of the underlying meaning and spirit of them. In addition, we have a strong ethical awareness to answer social demands appropriately and aim to be a company trusted by international society.

2) Business activities

- **Quality policy**

We will pursue the spirit of “craftsmanship” that gives top priority to quality and continue to supply the quality that customers demand.

- **Reserch and Development policy**

We will create new value in all of the products and services that the Group supplies from the perspective of the customer.

- **Procurement policy**

Aiming to improve the quality of products and services, we will look widely around the world to realize the optimum procurement. We will strengthen alliances with trading partners to promote CSR undertakings throughout the supply chain as a whole.

- **Sales policy**

Looking from the perspective of customers at all times, we will grasp what they demand, and aim to contribute to them by providing reliable products, services and satisfaction, as well as to grow and develop together.

- **Information management policy**

We will protect all of the information assets in our possession properly and maintain and manage security thoroughly.

- **Risk management policy**

We will grasp and identify risks that may impact on business activities, and strive to prevent, diminish and reduce them. In addition, we will establish systems that enable us to recover quickly when problems occur in continuing its business activities and strive to maintain the trust of stakeholders.

3) **The relationship between the company and employees**

- **Occupational health and safety policy**

We will make health and safety the basis of all of our business activities. In addition, recognizing human resources as assets, we will aim to create an environment in which employees can work healthily, in both mentally and physically.

- **Policy on respect for human rights**

We will observe international norms without ever being involved in acts that violate human rights.

4) **The relationship between the company and society**

- **Environmental policy**

As a manufacturing company developing globally, we will aim to balance environmental protection and corporate growth to contribute to the realization of a sustainable society.

- **Social contribution policy**

Recognizing that the company is a member of society, we will connect business activities to the invigoration of related industries and social prosperity, and contribute to the wealth of society with various social contribution activities such as support for balancing work and personal life, local beautification activities, and volunteer activities, etc.

Systems for observance of the policy

We will develop this policy as an action guideline and make it a concrete model for action in business activities. In addition, we will implement self-audits of our own business activities at all times and continue efforts towards improvement.

< Points to remember in the formulation of each company's action guideline >

- Each company will formulate its own particular action guideline in accordance with this policy.
- In its action guideline, each company should change or add content in response to the legal systems and social customs of their respective countries or regions, or the features of their respective businesses.
- Each company's action guideline and regulations must not contradict the "Organ CSR Policy."
- Each company should state in its action guideline that it has been prepared based on the "Organ CSR Policy."

Enactment and revision

This policy has been enacted by a resolution of the Board of Directors of Organ Needle Co., Ltd., and may not be revised at companies of the Organ Group.

Scope of application

This policy shall apply to all employees of all companies of the Organ Group.