

JLL Group  
**CODE OF CONDUCT**



# CODE OF CONDUCT

We, as a member of the Japan Lifeline (JLL) Group, promise to act by this Code of Conduct to do our corporate mission – **“Contributing to the realization of a healthy society through the latest optimal medical device technologies.”**

We act out of all our stakeholders’ gratefulness.



1. “I’m grateful for JLL’s products.”  
by every patient



2. “We’re grateful that JLL people have come.”  
by medical professionals



3. “We’re grateful that we could do business with JLL.”  
by business partners



4. “We’re grateful that JLL people are here.”  
by local communities



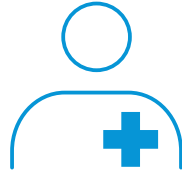
5. “We’re grateful to be a shareholder of JLL.”  
by shareholders



6. “We’re grateful to work for JLL.”  
by employees

# 1

“I’m grateful for JLL’s products.”  
by every patient



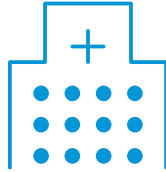
We promise to

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- Think “patients first” and provide the latest and most suitable medical devices to medical professionals.
- Improve the patients’ quality of life.
- Put the patient safety at the first priority and control the quality of our products.
- Handle patients’ personal information properly under strict control following our privacy statement.

# 2

“We’re grateful that JLL people have come.”  
by medical professionals



## We promise to

- Contribute to better quality of medicine by meeting the needs of medical professionals.
- Provide accurate information to medical professionals for the proper and safe use of our products.
- Ensure a stable supply of our products even in emergency situations based on our business continuity plan (BCP).
- Provide benefits and labor services such as attendance at surgical procedures, complying with the Medical Practitioners Act and other medical-related laws and regulations. We think ourselves as a person playing a role in medical care by distributing and manufacturing medical devices.
- Comply with fair competition rules in the medical device industry, etc., and never offer unfair premiums to medical professionals or medical institutions.

# 3

“We’re grateful that we could do business with JLL.”  
by business partners



## We promise to

- Respect human rights of all people and take care not to engage in any human rights abuses, including forced labor and child labor, in our business.
- Never force our business partners to engage in unfair transactions nor keep them from free competition in the market.
- Use confidential information received in our business only for the original purpose, and take measures to keep such information strictly controlled without disclosure.
- Accept no unreasonable demands from antisocial forces and terminate any relationships with them.
- Cooperate with our business partners to provide superior medical devices for a mutual development.

# 4

“We’re grateful that JLL people are here.”  
by local communities



## We promise to

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- Prevent environmental pollution such as air, soil, noise, and water pollution, and other environmental pollution in our business.
- Protect the environment through energy conservation, recycling activities, and resource conservation.
- Engage in social activities such as supporting artistic and cultural activities and volunteer activities.
- Energize local communities through good mutual communications.

# 5

“We’re grateful to be a shareholder of JLL.”  
by shareholders



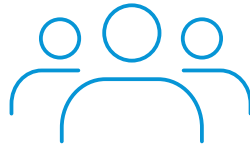
## We promise to

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- Take new approaches for further growth of our company with the strengths lying in our unique business model.
- Use core management resources whether it is tangible or intangible to create value.
- Report the company’s financials properly and accurately as a listed company, and disclose important information for investors in a timely manner.
- Handle material facts about our company under strict control and keep our employees from committing insider trading through education.

# 6

“We’re grateful to work for JLL.”  
by employees



## We promise to

- Respect each other as individuals and never discriminate because of race, religion or creed, gender, nationality, status, age, physical or mental disability, or educational background.
- Create a workplace free from all forms of harassment, including sexual harassment, power harassment, and maternity harassment, as well as any inappropriate doings that may offend the dignity of others.
- Comply with laws, regulations, and internal rules about occupational safety and health with efforts to maintain a healthy and safe work environment.
- Respect the diverse values and work styles of individuals and cooperate with each other so that each individual can perform his/her unique ability.
- Improve our expertise and help overcome each other’s challenges and accomplish respective goals.