



Tokai Carbon CB strives to work with suppliers who operate under proper Environmental and Social standards to ensure sustainability and quality. Thus, TCCB has created a Supplier Code of Conduct that all current and future major suppliers must review and follow:

- The supplier must follow all Environmental, Health, and Safety standards for the supplier's specific manufacturing category.
- The supplier must be responsible with the environment by using sustainable materials when possible, reducing any harmful emissions, and disposing of waste safely and consciously.
- The supplier must not put employees or the public in danger of hazardous materials. All manufacturing must be performed as safely and healthily as possible.
- The supplier must follow all international labor standards.
- The supplier must treat and compensate all employees fairly.
- The supplier must not support or operate using forced labor or child labor.
- The supplier must not support harassment or discrimination in the workplace.
- The supplier must follow all laws regarding proper working hours and minimum wage.
- The supplier must not bribe any TCCB employee for better terms or pricing.