

Charter of Corporate Behavior

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NEC Fielding shall endeavor to increase its profitability through sound business practices and actively work for vibrant advancement and the emergence of a sustainable society. To these ends, we realize it is important for us not only to observe all pertinent laws and regulations, but also to discharge our responsibilities as a good corporate citizen, meet the expectations of our customers, shareholders/investors, transaction partners, communities, employees, and all other stakeholders; and to aim for advancement with society while increasing our corporate value.

- **Customer satisfaction**

We shall gain the satisfaction and trust of our customers by developing and providing goods and services embodying high levels of utility and dependability with full consideration of safety, and increasing the value delivered to them.

- **Taking up the challenge of new technology**

We shall take up the challenge of developing creative technology, pioneer new fields of business, and provide goods and services of genuine value.

- **Fair business activities**

We shall engage in fair, transparent, and free competition. In addition, we shall maintain sound and normal relations with political and administrative authorities.

- **Information provision and communication**

We shall provide accurate, plain, and full corporate information both promptly and appropriately to increase the transparency of corporate activities. Similarly, we shall engage in communication with all sectors of society and strive for harmony and mutual advancement.

- **Practice of environmental management**

We shall alleviate burden on the global environment and contribute to the building of a sustainable society.

- **Harmony with communities**

Besides observing international rules as well as laws and regulations, we shall respect national and regional cultures and customs, and practice management for contribution to their advancement.

- **Activities of social contribution**

With a keen awareness that our company and our employees are members of society, we shall engage in activities of social contribution on our own initiative as a good corporate citizen.

- **Respect for human rights**

In all corporate activities, we shall respect human rights and shall not condone discriminatory treatment, child labor, and forced labor.

- **Respect for employees**

We shall respect the diversity, personality, and individual characteristics of our employees. In addition, we shall provide an employment climate enabling full exercise of capabilities and work with a feeling of fulfillment.

- **Management of intellectual assets and personal information**

We shall properly manage intellectual assets and personal information with a true appreciation of their value.

Supporting the “Global Compact”

NEC Fielding supports the Global Compact proposed by the United Nations in June 2004. The Global Compact is a worldwide forum to share views and take action on various issues caused by globalization. More than 6,000 companies from around the world have already signed the compact, and we are the 15th Japanese company participant. Corporations that sign the compact must act as conscientious global citizens by supporting and implementing ten universal principles in four fields—human rights, labour standards, environment, and anti-corruption. At NEC Fielding, we thoroughly educate our employees about the Global Compact and its principles through an in-house training program and aggressively develop activities based on the ten principles of the Global Compact.



Ten principles of the UN Global Compact

Human rights	1. Businesses should support and respect the protection of internationally proclaimed human rights; and
	2. Make sure that they are not complicit in human rights abuses.
Labour standards	3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
	4. The elimination of all forms of forced and compulsory labour;
	5. The effective abolition of child labour; and
Environment	6. The elimination of discrimination in respect of employment and occupation.
	7. Businesses should support a precautionary approach to environmental challenges;
	8. Undertake initiatives to promote greater environmental responsibility; and
Anti-corruption	9. Encourage the development and diffusion of environmentally friendly technologies.
	10. Businesses should work against corruption in all its forms, including extortion and bribery.