



Production Partner Code of Conduct

BANDAI·BANDAI SPIRITS

Basic Policy

We aspire to be a company that earns the trust of people around the world and brings dreams to life through our products. To emphasize respect for human rights and promote responsible manufacturing, we share and implement the following Code of Conduct with our manufacturing partners.

Furthermore, in all of the following areas, we comply with all national and local laws as well as international standards, while respecting each country and region's unique culture, customs, and rules.

1. No Forced Labor

Never tolerate unfair working conditions or forced labor, and never use any raw materials produced with forced labor.

2. No Child/Underage Labor

Never permit the employment of children under the minimum working age. Ensure that young workers are not engaged in dangerous work that may have adverse effects on their physical or mental well-being.

3. Decent Working Hours

Never impose excessively long working hours and provide reasonable working hours, rest, and holidays.

4. Payment of Wages and Allowances

Pay fair wages and allowances commensurate with the work, including minimum wage and overtime pay.

5. No Discrimination and Unjust Punishment

Never engage in any acts that violate human dignity, such as physical or mental abuse, corporal punishment, intimidation, or discrimination. Take into consideration requests related to religious practices to an extent that is appropriate.

6. Maintenance of a Safe and Healthy Work Environment

Maintain a safe and healthy production environment and take precautions to minimize the risk of work-related injury and physical or mental illness.

7. Rigorous Production Management

To deliver safe and secure products to consumers, properly manage equipment, maintain a hygienic production environment, and prevent contamination by foreign objects.

8. Proper Information Management

To protect intellectual properties and confidential information, implement rigorous management measures to prevent information leaks and loss.

9. Consideration of the Environment

Conduct production activities that are considerate of the local community and the natural environment. Properly manage chemical substances and dispose of waste.

Note: This Code of Conduct may be reviewed and revised as necessary in response to changes in the social environment.

Date of Enactment April 2026
BANDAI CO. , LTD.
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