INPEX

INPEX CORPORATION

Supplier Code of Conduct

It is essential to INPEX that our business activities are conducted in a socially responsible way.
This Supplier Code of Conduct outlines our expectations of our suppliers to strive for sustainability throughout the supply chain.

INPEX hereby expects that each of our suppliers – including contractors, vendors, and service providers – in addition to their employees and suppliers, understand and comply with this document.

1. Human Rights and Labor Rights

INPEX supports international standards such as the International Bill of Human Rights, the International Labor Standards of the International Labor Organization, the United Nations Guiding Principles on Business and Human Rights, and the principles of the United Nations Global Compact. For this reason, our suppliers are expected to conduct business in a manner that respects human rights including:

(1) Ensuring no use of forced, prison or compulsory labor;
(2) No use of child labor;
(3) No discrimination in hiring, compensation, and other forms of treatment based on reasons other than rational factors such as the ability and aptitude of the individual. No unfair dismissal;
(4) Respecting the human rights of employees, with no inhumane treatment such as abuse, harassment, bullying, or retaliation;
(5) Provision of wages and benefits that meet or exceed the national legal requirements;
(6) Compliance with all applicable legal regulations on working hours;
(7) Respecting the freedom of employees to: associate without retaliation, intimidation, bullying, or harassment; join a labor union; and engage in protests, participate in collective bargaining agreements, and provide opportunities for labor-management dialogue.
(8) Ensuring a safe, hygienic and healthy work environment and managing risks to workplace safety such as accidents, the use of hazardous chemicals, noise and odors.

2. Fair Business Practice

Suppliers are expected:

(1) to maintain professional relationships with governments and civil servants, and not to provide, promise, or offer money, gifts, entertainment, or other economic benefits to improperly influence a business outcome

(2) not to give or receive improper benefits from/to customers or business partners
(3) not to engage in any illegal or unfair conduct such as fraud, bribery, corruption, cartels, collusion or abuse of dominant bargaining position
(4) to avoid any real, potential or perceived conflicts of interest
(5) not to have any relationships whatsoever with antisocial forces or groups
(6) not to engage in the infringement of intellectual property rights.

3. Environment

Suppliers are expected:

(1) to comply with all applicable laws, regulations and standards relating to, and thereby minimize negative impacts of their business activities on, the environment and biodiversity and set voluntary targets for improvement as necessary.
(2) to promote environmentally friendly voluntary initiatives, such as effective use of resources and energy, reduction of waste, and reduction of greenhouse gas emissions.

4. Confidentiality

Suppliers are expected to properly manage and protect personal information and confidential information obtained through business operations.

5. Local Community

Suppliers are expected to minimize the negative impact of their business operations on local communities, and to contribute to local development.

6. Whistle-blower system and grievance mechanism

Suppliers are expected to develop and maintain a whistle-blower system and grievance mechanism, and educate their employees about these reporting mechanisms for the early detection of fraudulent activities.

7. Disclosure

Suppliers are expected to actively disclose information to society and stakeholders to ensure transparency and accountability in the conduct of business activities.

Enacted on July 1, 2022