

# TANIOBIS Group Policy and Code of Conduct

**TANIOBIS Group, as part of the JX TG Group, is fully committed to the company mission:**

Harnessing the Earth's power  
for the common good and for the day-to-day life of each individual.  
We will contribute to the development of our communities  
and help to ensure a vibrant future  
through creation and innovation in energy, resources, and materials.

**We have therefore defined our company policy as follows:**

## **Health / Safety**

We place the highest priority on ensuring the health and safety for all TANIOBIS Group members, neighbors and other interested parties and thereby strive to create safe and secure working places, products and services with the involvement of employees and their representatives:

- 1 We will continuously improve our efficient health and safety management system.
- 2 We will work to identify, eliminate, and reduce hazards and harmful factors in all areas of business operations and to ensure no accidents occur.
- 3 We will work to maintain and improve employees' mental and physical health by ensuring good communication and a pleasant working environment together with the employees
- 4 We will actively provide information and education in order to develop human resources who can act spontaneously and have advanced safety expertise.
- 5 We will not only comply with health and safety laws and regulations, but we will also establish and observe necessary voluntary standards.

## **Environment / Energy**

As a global manufacturer of refractory metals, chemicals and compounds, the TANIOBIS Group will drive forward the following activities to contribute to the ecological and continuous improvement of energy and resource efficiency, as part of our energy and environmental management systems, by:

- 1 The effective utilization of resources by developing technologies that will continuously enable higher yield, quality improvement, shorter process cycles, recycling and energy-saving, as well as by developing environment-friendly materials.
- 2 Our commitment to the environment, and compliance with environmental regulations; we will strive to further reduce the impact of our operations on the environment.
- 3 The continuous reduction of waste at every stage of our operations.
- 4 Raising each employee's awareness of environmental conservation through provision of environmental management education.
- 5 Disclosure of the status of our environmental conservation related operations in an active and fair manner, in order to further enhance communication with stakeholders.

# TANIOBIS Group Policy and Code of Conduct

## Quality

The TANIOBIS Group hereby sets forth, and acts in observance and development of a sustainable society. Within the framework of its quality management system, its social mission is to supply refractory metals, chemicals and compounds in a stable condition.

- 1 Correctly grasp the requirements of customers and society in order to offer products and services that customers will trust and with which they will be satisfied.
- 2 Pay due attention to improving and maintaining quality in all the processes, from development, design and production, to delivery.
- 3 Further development of the integrated quality management system and the carrying out of continual improvements, as well as the training of human resources.

## Ethics and Compliance

All TANIOBIS group sites are compliant with all applicable national and international legislation.

We are involved in a wide range of operations in the supply chain, and we refine refractory metal powders, chemicals and compounds based on our code of conduct and JXTG Group Philosophy.

Goslar, September 2020



**Masakazu Kanzaki**  
Chief Executive Officer



**Guido Klages**  
Management Representative

# TANIOBIS Group Policy and Code of Conduct

## 1 Our social mission

Based on continuous technological development and full awareness of our responsibilities in designing products, we develop and produce a wide range of products in an efficient manner, this includes continuous waste reduction. At the same time, we promote recycling and reduce the environmental impact of our activities. This creates satisfaction and trust among our customers and other stakeholders.

## 2 Compliance with laws and regulations and engagement in fair trade

We comply with national and international laws and regulations and are committed to fair, transparent and free competition and trade based on the fulfilment of our social responsibilities.

## 3 Disclosure of corporate information and protection of personal information

We communicate not only with our shareholders, but also with identified interested parties, and we provide company data in an active and honest manner, whereby we pay special attention to the protection of personal data.

## 4 Creation of an optimum health, safety and working environment

Health, safety and protection against all kinds of disasters are given the highest priority and ensure a comfortable working environment that respects personality, human rights and the autonomy of employees and interested parties.

## 5 Environmental conservation

Based on the awareness that tackling environmental issues is essential to the company's existence, we are actively and consistently committed to the global protection of the environment and the preservation of biodiversity beyond the legal requirements.

## 6 Enhancement and strengthening of risk management

Based on reproducible information, we carry out a continuous identification of risks and opportunities.

## 7 A harmonious relationship with the social environment

We are actively involved in our social environment and are committed to socially ethical behavior.

## 8 International business operations

In international business operations, we aim to contribute to sustainable development by protecting the fundamental human rights of people in countries and areas where we operate, and by respecting their cultures and customs.

## 9 Elimination of antisocial activities

We stand firm against all antisocial forces and groups that threaten social order and safety.

## 10 Management responsibilities

The members of the Executive Board have the leading role in the implementation of this code of conduct and ensure that it is fully implemented throughout the Group. In the event of non-compliance with the code, the management executives shall identify the causes and shall not only determine the measures to avoid recurrence, but also communicate these to interested parties.