

Code of Conduct

We, all the people engaged in the work of Nippon Kaiji Kyokai (“the Society”) and Group Companies, will strive to comply with laws and the Society’s regulations in the spirit of the Code of Ethics while always acting with impartiality, sincerity, and a strong sense of ethics so that we can continue on as a third-party entity that provides reliable services which are fair, transparent, appropriate, and of tremendous benefit to the public.

- 1) Fairness and transparency in all activities
 - We will comply with laws and conduct fair business transactions.
 - While conducting our activities, we will maintain normal and healthy relationships with the governments and administrations within Japan and abroad.
 - We will resolutely face criminal organizations as well as the antisocial forces and activities that threaten public order and safety, remaining unconnected to them in any way.
- 2) Promote corporate governance
 - The President & CEO will lead by example and ensure that this Code of Conduct is followed throughout the Society and its corporate group.
 - We will establish, operate, and maintain an effective internal-control system.
 - We will actively disclose information to the public and manage our organization in a highly transparent manner.
 - We will respect suggestions for improvement etc. and aim to be an open organization in the eyes of society.
- 3) Respecting individuality
 - We will respect each person’s individuality and character, creating a safe and enjoyable work environment while helping everyone achieve flexible and abundant lives.
 - We will act proactively and independently as we work to tackle challenges ourselves based on the idea of self-management.
- 4) Response to globalization
 - We will respect the laws and regulations of all countries and regions, international models such as those for human rights, and the myriad customs and culture of the world.
 - We will build a system of organizational management that exists in harmony with regional communities by understanding and accepting the global nature of modern society.
- 5) Contribute to society and the natural environment
 - We will recognize our responsibility as members of the international community and actively support efforts to improve society through our business activities.
 - As members of the international community, we will proactively work to resolve the global environmental problems faced by all of humanity and contribute to the preservation of a healthy natural environment.