

Nikkiso Group Global Code of Conduct

I General Provisions

This Nikkiso Group Global Code of Conduct (the “GCC”) shall set internal standards of the highest level with respect to compliance. The GCC provides the basic rules that we must observe to enable us to follow our conscience and contribute to society as corporate citizens.

II Basic Policy

We will obey the laws, regulations, our articles of incorporation, the social norms and the GCC (“laws/GCC”) in all of our business and other activities. In the event we detect a potential violation within the scope of the laws/GCC we will not condone such conduct, but will take the necessary action to deal with it.

III Scope

The GCC applies to Nikkiso Co., Ltd, (“Nikkiso”) and its group of companies (meaning the companies in which Nikkiso holds, directly or indirectly, a majority of outstanding voting shares or equity, or companies that Nikkiso substantially controls; collectively the “Nikkiso Group”), and their officers and employees (including the members of the board of directors, auditors, directors, executive officers, corporate advisors, and employees (including non-regular employees, seconded personnel, part-time employees, temporary workers, and dispatched workers)).

IV Code of Conduct

responsibilities by, among other things, paying taxes in accordance with the law and regulation of each country and region in which we operate, and by implementing

- We will prevent leakage, loss, or damage of privacy and personal information by taking appropriate security measures.

3. Respect for human rights and harmony with environment

(1) Respect for human rights

- We will respect the rights of individuals, and will not force anyone to work against his/her will or employ child labor.
- We will not treat any person unfairly on the basis of race, nationality, religion, creed, gender, gender orientation, age, or disability in recruitment, employment, and promotion.

(2) Soundness of workplace

- We will encourage each other to improve the safety of the workplace and productivity.
- We will not commit any act that could create hostile human relationships, such as discriminatory behavior, sexual harassment, and power harassment.

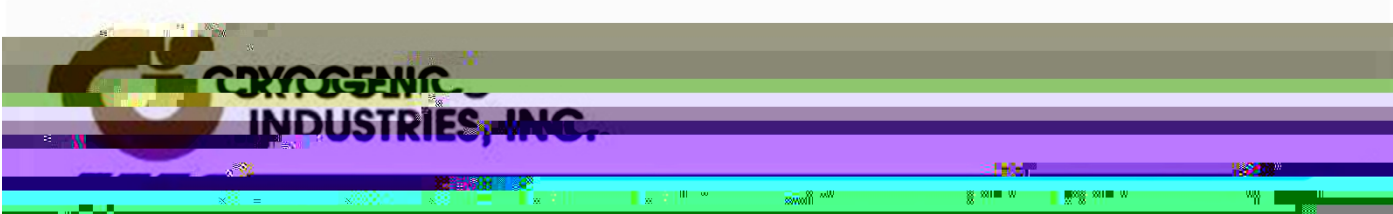
(3) Conservation of environment

- We will promote the development, production, and sale of technologies and products that will contribute to the conservation of the environment.
- We will work to prevent global warming, to ensure the cyclic use of resources, and to protect the ecosystem.

(Established on October 5, 2015)

(Amended on December 4, 2017)

- END -



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I, the undersigned, have received, read and understood the full text of “Nikkiso Group Global Code of Conduct” and hereby pledge to comply with/follow the “Nikkiso Group Global Code of Conduct”.

Date: _____

Signature: _____

Name: _____

Employee Number (if any): _____

Cryogenic Industries Business Unit/Affiliate: _____

Division, Department or Section (if any): _____