

# Compliance

The Alfresa Group positions compliance as a key management issue. In addition to legal compliance, Alfresa is committed to corporate ethics as required by society and promoting fair corporate activities.

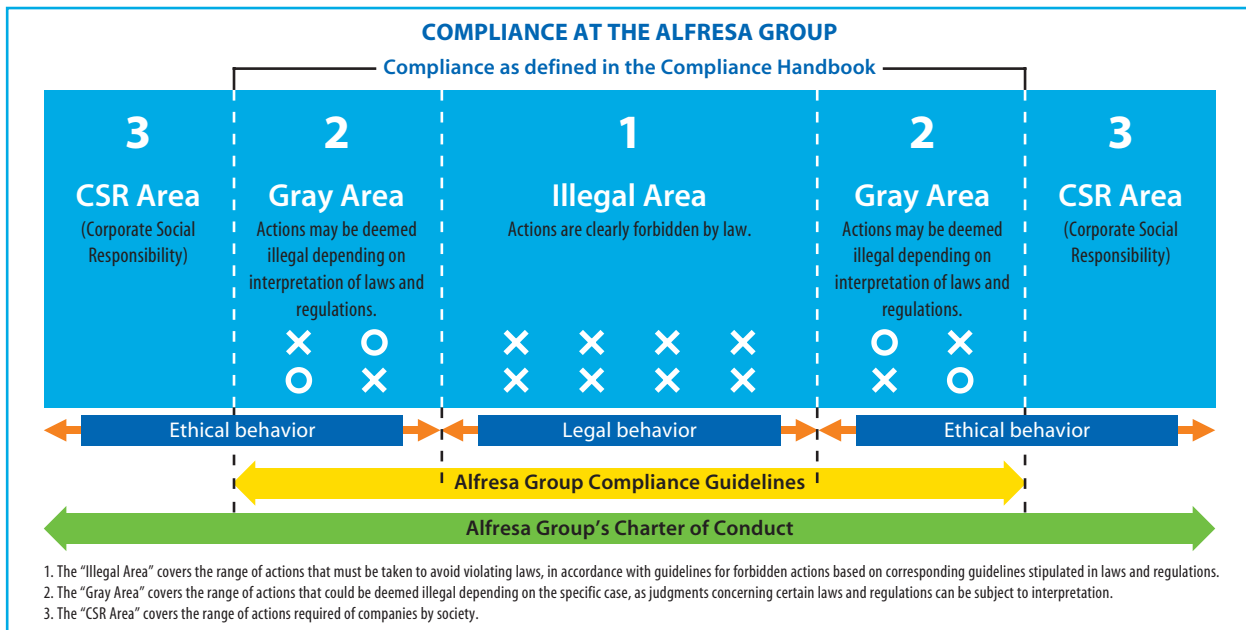
## Compliance Throughout the Alfresa Group

The Alfresa Group has formulated the Alfresa Group's Charter of Conduct to serve as a basic Group-wide compliance policy, and has established the Alfresa Group Compliance Guidelines to foster a stronger awareness of compliance at each Group company.

In addition, a Compliance Handbook has been prepared and distributed to all employees of the Group, as part of a concerted, Group-wide effort to enforce compliance.



Compliance Handbook



## Compliance Consulting Office

The Alfresa Group has established a Compliance Consulting Office for employees to report and seek consultation on illegal actions or violations of the Compliance Guidelines that are difficult to resolve individually or at worksites. The Office responds appropriately, as necessary, to the reported issues, and takes actions to prevent recurrences.

