



Code of Conduct

At SHINJIN FASTENERS CO., LTD., we are committed to maximizing customer value through creative innovation and practicing a management philosophy that respects human dignity and fosters self-realization. We aim to contribute to society, grow together with our customers, and fulfill our responsibilities to our employees.

- 01 Customer Commitment : Deliver quality products and services that earn customer trust.
- 02 Integrity and Compliance : Act with integrity and comply with all applicable laws and regulations.
- 03 Employee Growth : Support continuous learning and professional development.
- 04 Fairness and Equity : Ensure equal opportunities and fair treatment for all employees.
- 05 Reputation and Respect : Protect our reputation through responsible and respectful conduct.
- 06 No conflicts of Interest : Avoid conflicts of interest and reject improper benefits.
- 07 Continuous Development : Pursue continuous improvement and innovation.
- 08 Transparent Management: Promote transparency, accountability, and ethical management.
- 09 Social Responsibility: Conduct business responsibility and contribute to society.
- 10 Sustainability : Practice eco-friendly management and pursue sustainable growth.

SHINJIN FASTENERS CO., LTD. pledges that all employees will uphold the value of honesty and trust in every action .

SHINJIN FASTENERS CO., LTD.
President

HanSung Jung *H.S. Jung*