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# Code of Ethics

## BUSINESS AFFAIRS DEPARTMENT

NP - 092

MAY 2021

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Nintendo Australia Pty Limited. (NAL) always strives to conduct business responsibly, ethically and fairly. The Code of Ethics sets forth standards which NAL retailers, distributors and suppliers of goods and services are expected to uphold. These standards reflect Nintendo's corporate social responsibility and emphasise the importance of responsible workplace and environmental policies and practices.

### **Protection of Employee Rights**

Respect the personal dignity and privacy of each employee. Comply with all applicable local and national laws relating to discrimination, privacy, wages and working hours, collective bargaining and freedom of association.

### **Employee Health & Safety**

Provide a secure, safe and healthy workplace. Minimize the risk of injury and hazards in the workplace by taking the best possible precautionary measures against accidents and occupational illnesses.

### **Prohibition on Child Labour and Forced Labour**

Adhere to minimum age provisions of applicable national laws and regulations. Prohibit the use of all forms of forced labour, including prison labour, bonded labour, military labour, child labour slave labour and human trafficking.

### **Prohibition of Corruption and Bribery**

Do not engage in any form of corruption or bribery, including any payment or other form of benefit conferred on another contracting party to gain an illicit advantage or for the purpose of influencing decision-making in violation of the law.

### **Environmental Protection**

Minimise environmental pollution and conduct business in ways which protect and preserve the environment. Comply with applicable statutory and international laws governing environmental protection.

### **GENERAL**

It is our expectation that all suppliers, retailers and distributors with whom we do business develop and implement appropriate internal business processes to ensure compliance with these ethical standards and if necessary, implement corrective actions to maintain these standards. Nintendo reserves the right to review compliance with these ethical standards and terminate an agreement with any contractual partner where these ethical standards are not being adhered to.