

# Respect for Human Rights

## Basic Approach, Human Rights Policy

Based on the idea that respect for human rights is the foundation of our business activities, MITSUBISHI MOTORS supports the “United Nations Global Compact (UNGC),” in which the United Nations advocates the 10 principles in the four categories of “human rights, labor, environment, and anticorruption.” As a participating company, we support and respect international standards and norms such as “the International Bill of Human Rights,” “the United Nations Guiding Principles on Business and Human Rights,” “the ILO’s Declaration on Fundamental Principles and Rights at Work,” and “the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises.” Based on the 10 principles of the UNGC, as a good corporate citizen we will continue our activities toward the realization of the sustainable growth of society.

We established our “Human Rights Policy” after consultation with experts and approval by the Executive Committee, with the aim of conducting our business activities in a manner that respects the human rights of our stakeholders. This policy outlines fundamental matters such as support and respect for international standards and norms regarding human rights, and matters for compliance. The policy also stipulates specific measures to prevent and reduce negative impacts on human rights, to provide remedial measures, and to provide education for officers and employees. This policy has been translated into English and made available on our website to all employees of Group companies in Japan and overseas.

In addition, laws and regulations requiring com-

panies to address human rights are being enacted in many countries, and the need to address human rights risks in the supply chain is rapidly increasing. Failure to comply with these laws and regulations in a timely and appropriate manner may not only violate laws and regulations, but may also cause damage to the Group’s brand image due to loss of public trust and affect the Group’s business activities, including production, development, purchasing, and sales, and may impact the Group’s business performance, financial position, and cash flow.

Specifically, the automotive industry is now being required to address broader and more complex

matters, such as the move toward legislation of due diligence in the battery manufacturing process, particularly in Europe.

To appropriately respond to these demands, we are developing a due diligence policy, including a revised human rights policy.

In the MITSUBISHI MOTORS Global Code of Conduct, “Respect Human Rights and Diversity, Provide Equal Opportunity,” specifies that discrimination, retaliation and harassment are not permitted in any form or to any extent, and that the diversity of suppliers, customers, executives, employees and local communities shall be respected in addition to respecting human rights.

### Human Rights Policy

Our Human Rights Policy stipulates the following content, as well as items to be complied with and addressed.

- Recognition of initiatives on respect for human rights as essential factors in the fulfillment of our social responsibility
- Compliance with the Human Rights Policy by all of the executives and employees, and respect for fundamental human rights throughout our business activities
- Support and respect for international standards and norms
- Compliance with the national laws and regulations in each market where we operate
- Where conflict exists between internationally recognized human rights and national laws, seeking of ways to honor the principles of international human rights

[Compliance items]

1. Prohibition of Discrimination
2. Elimination of Unjustifiable Labor Practices
3. Freedom of Association, Labor and Management Dialogue
4. Ensuring Access to “Decent Work”
5. Community Involvement

[Initiatives]

1. Human Rights Due Diligence
  - MITSUBISHI MOTORS will identify, prevent, or mitigate negative impacts on human rights which may be caused by our business activities through the application and support of human rights due diligence processes.
2. Remediation
  - Where MITSUBISHI MOTORS identifies that it has caused or contributed to a negative impact on human rights, we will provide for or cooperate in remediation processes.
3. Ensuring Transparency and Accountability
  - MITSUBISHI MOTORS will provide appropriate education or training to all executives and employees.
  - We will ensure that our Group companies comply with this policy, and we will request that our business partners respect human rights.
  - We will disclose our initiatives on respect for human rights.

The full text of the Human Rights Policy, including annotations, can be found here

[\[WEB\] https://www.mitsubishi-motors.com/en/sustainability/society/human\\_rights/pdf/human\\_rights\\_policy.pdf](https://www.mitsubishi-motors.com/en/sustainability/society/human_rights/pdf/human_rights_policy.pdf)

## Management Structure

mitsubishi motors' efforts addressing respect for human rights are mainly focused on the sustainability, human resources, procurement and administration divisions, with the cooperation of external agencies. The Executive Officer in charge of sustainability, acting as the person in charge of promoting initiatives on respect for human rights, reports the status of human rights risk assessment and related measures to the Sustainability Committee,\*1 which is held three times a year. Members of the Sustainability Committee share the details of these reports with their departments, promoting companywide efforts to respect human rights.

In addition, we have integrated the risk of human rights violations in value chain into the Internal Control Committee's scope of Company-wide risk management and positioned it as a priority risk with high potential impact and the urgent need for appropriate management\*2.

As for the internal system for promoting an awareness of human rights, in FY2023 we conducted training by inviting external lectures for executives under the theme of "business and human rights," and the Corporate Officer in charge of human resources leads the promotion of awareness training. As one aspect of our human rights awareness education, human rights themes are incorporated into shared materials used in various training programs, and in each business site human resources department works to raise employees' human rights awareness. We also participate in events held by the Industrial Federation for Human Rights, Tokyo, and the Mitsubishi Group Human Rights Enlightenment Committee (organized by Mitsubishi Group companies), of which we are a member, and attend conferences and research meetings held by other external organizations. (In FY2023,

we spent a total of 83 days participating in training sessions.) We also use the latest information obtained through our participation in these events in our human rights awareness activities and utilize the knowledge we gain from these activities in our inhouse training programs.

\*1 Please see page 9 for details on the Sustainability Committee.

\*2 Please see page 104 for details on our internal control systems.

## Human Rights Due Diligence

We have committed to identifying, preventing, or mitigating the negative impacts of its business activities on human rights through a system of human rights due diligence.

Based on this understanding, we conduct human rights assessments\*3 as part of our human rights due diligence. In FY2021, we conducted human rights assessments at our headquarters and three domestic plants, and in FY2022, at Mitsubishi Motors (Thailand) Co., Ltd. (MMTh), our main production base in the ASEAN. During the assessments, we evaluated the human rights impact through employee involvement,

including one-on-one interviews between evaluation organization and employees with various attributes. Using an external assessment organization ensures the objectivity of assessments and keeps them consistent with international norms.

\*3 Examples of assessment items: Wages (payroll records, overtime, unfair wage deductions), child labor (employment under 15), forced labor (freedom of movement and retirement), discrimination (harassment), health and safety (training and education, evacuation disaster prevention), and remedies (consultation services) are evaluated in consultation with an external evaluation organization, using ILO standards and industry initiatives as reference.

Assessments conducted in FY2021 and FY2022 resulted in no violations that had a significant impact on the human rights of our business and employees.

In our human rights assessment activities, we are working to mitigate human rights risk through the following processes.

1. Summarize assessment results
2. Identify matters requiring improvement and the department in charge
3. Monitor implementation status
4. Report to the Sustainability Committee (improvement plans and monitoring)

### The Human Rights Due Diligence Process



- STEP 1 Determined human rights issues to be addressed by the Company based on the International Bill of Human Rights and other human rights guidelines
- STEP 2 Identified employee working conditions, health and safety as risks with high human rights impact and identified sites for assessment
- STEP 3 At target locations, external assessment organizations conduct assessments
- STEP 4 Based on the assessment results, enact measures to mitigate and prevent human rights risks
- STEP 5 Monitor mitigation and preventive measures for effectiveness

## Complying with the Human Rights Policy

Coinciding with Human Rights Day on December 10, to raise awareness, each year MITSUBISHI MOTORS' Executive Officer, President & CEO disseminates a message to all officers and employees regarding respect for human rights, emphasizing the importance of sincere words and actions, as well as enhancing awareness of our human rights policy and explaining the importance of our human rights initiatives.

Our policies and activities for promoting and realizing respect for human rights are described below.

### Prohibiting Discrimination

We require executives and employees to respect diversity and to create equal opportunities with no allowance for unfair discrimination or harassment on bases such as race, skin color, nationality, ethnicity, family origin, sex, sexual orientation, gender identity, age, presence of disability, language or religion.

Also, we emphasize the importance of diversity in our training programs, and we encourage our employees to work together with respect for diverse values.

### Eliminating Unjustifiable Labor Practices

We do not tolerate any unjustifiable labor practices such as slavery labor, child labor, forced labor, including human trafficking, and strives to eliminate such practices.

To ensure against such practices, we verify potential employees' ages to ensure statutory requirements are met when entering into labor agreements. We do not charge applicants and hired employees any fees and

costs related to recruitment. Pay slips clearly state any legal deductions; we do not make unfair deductions, but regularly pay employees their full dues. We do not retain employees' passports or other identifications or prevent them from movement. Employees are free to choose whether to enter or leave the dormitories.

### Freedom of Association and Labor-Management Dialogue

We respect its employees' right to associate, and we engage in sincere dialogue with employees to resolve various types of issues. Regarding collective agreements with labor unions, we recognize employees' freedom to engage in legitimate union activity, including collective bargaining. We clearly state that employees who engage in such activities will not be subject to disadvantageous working conditions or other sanctions.

### Ensuring Access to Decent (Rewarding and Humane) Work

To ensure decent work, in addition to complying with individual countries' laws and regulations, we conduct activities focused on respect for human rights, based on international norms (such as the International Bill of Human Rights and the ILO's Declaration on Fundamental Principles and Rights at Work). We have designed our personnel system to ensure that employees are compensated at a level that allows for a stable livelihood, while also providing higher rewards for employees who perform well. This system aims to improve employee motivation and enhance their abilities. To ensure that these efforts are appropriately evaluated, we hold annual labor-management

negotiations and implement reviews and revisions as necessary based on labor-management agreements.

▶Data (p. 123): Wage levels

### Community Involvement

In our efforts to maintain harmony with the local community, we contribute to society by utilizing each and every employee's skills and know-how as well as our technologies and products.

### Consideration for Human Rights in Work and Investment

As we believe that positive relationships based on mutual understanding between employees and everyone in the community are essential to the sustainability of our business, when establishing business sites or related facilities, we give consideration to the cultural values of the country and region including customs and religions.

### In-House Education and Training

In order to encourage all executives and employees to cultivate their respect for human rights, the Company is offering courses that deepen understanding toward human rights within its various training programs, including each job rank and entry-level employee training. In FY2023, we conducted a total of 680 hours of human rights training for 710 employees, including entry-level employees, mid-career employees and newly promoted managers (department general managers and section managers). In addition, the following training was conducted for executives.

<b>Executives</b>	Inviting outside lecturers to present on such topics as "business and human rights," an indispensable perspective for global corporate management
<b>Newly promoted general managers</b>	Raising awareness of social human rights issues required for workplace management, prevention of harassment, response in the event of occurrence, etc.
<b>Newly promoted managers</b>	Recent topics related to human rights, harassment prevention, responding to incidents when they occur, and the role of manager
<b>Mid-career employees</b>	Recent topics regarding human rights. The relation between our business and human rights, etc.
<b>Entry-level employees</b>	The significance of corporate initiatives regarding human rights. Fundamental knowledge regarding human rights, etc.

In addition to training programs tailored to each job rank and entry-level employee training, to promote awareness of sexual minorities among our employees, MITSUBISHI MOTORS has been conducting seminars at each business site since FY2018. In addition, we also conduct an internal e-learning course covering basic knowledge of LGBTQ issues.

Training Programs in FY2023	Number of Participants	Attendance Rate
<b>Entry-level employee training</b>	212	100%
<b>Mid-career employee training (newly promoted)</b>	206	100%
<b>Newly promoted manager training</b>	222	100%
<b>Seminars to raise understanding of LGBTQ issues</b>	125	–
<b>LGBTQ e-learning course</b>	9,381	–

### Supply Chain Considerations

We conduct appropriate transactions, which includes not causing human rights violations against its business partners. We determine transaction prices and delivery dates following thorough consultation with individual suppliers.

In addition, we promote two-way communication with our business partners through management based on the Supplier CSR Guidelines.

The guidelines include provisions on respect for human rights, including the elimination of discrimination and the prohibition of child labor and forced labor, and we request that suppliers take human rights into consideration. To enhance the guidelines' effectiveness, we obtain Supplier Commitment agreements from our business partners.

In addition, based on their CSR evaluations by third-party organizations, we evaluate business partners on "labor and human rights," and we ask them to make improvements as necessary. Furthermore, we will use AI analytical tools to analyze human rights risks in our supply chain, and if any such risks are identified, we will take measures to improve them and publish them on our website.

### Initiatives at Dealers

At dealers, we carry out initiatives to provide a work environment with consideration for the health and safety of employees and we prohibit acts that infringe on human rights.

### Access to Remedy

In order to make timely responses in cases where a human rights related issue occurs within the company, we have established internal and external consultation offices (helplines) and the MITSUBISHI MOTORS Global Hotline, which offers assistance in multiple languages\*1 for whistle blowing and consultation for employees. The MITSUBISHI MOTORS Global Hotline has established contact points in 14 countries to handle reports from employees of the Company and its major affiliates in a total of 13 languages\*2.

We have also established the Customer Contact Center\*3 for customers and the Business Partner Helpline\*4 for suppliers. These hotlines receive reports and requests for consultations regarding human rights issues.

Confidentiality and user anonymity is guaranteed at all of these consultation offices. We ensure that whistleblowers and people who seek consultation are not treated unfairly or discriminately.

If it is determined that an investigation is necessary not only within the Company but also within the supplier, we will share and control information with the compliance staff of the supplier, and work with them to resolve the matter, agreeing in advance on prohibited actions, such as finding the informant or retaliating against the informant.

\*1 For information on the establishment of Internal and External Consultation Offices (Helplines) and the MITSUBISHI MOTORS Global Hotline, please see page 107.

\*2 The MITSUBISHI MOTORS Global Hotline is available in Japanese, English, Chinese (simplified and traditional), Korean, Tagalog, Indonesian, Thai, Vietnamese, German, Dutch, French and Spanish.

\*3 For further information regarding the Customer Contact Center, please see page 86.

\*4 For further information regarding the Business Partner Helpline, please see page 62.