



## Human Rights

### Basic Approach and Policies

Based on the idea that respect for human rights is the foundation of our business activities, in May 2019, MITSUBISHI MOTORS announced its support for the United Nations Global Compact (UNGC)\* in which the United Nations advocates the ten 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 ILO’s Declaration on Fundamental Principles and Rights at Work,” and “the United Nations Guiding Principles on Business and Human Rights.” Based on the 10 principles of the UNGC, we will continue our activities toward the realization of the sustainable growth of society.

As a global company, MITSUBISHI MOTORS believes that respect for human rights and anti-corruption initiatives are very important.

Based on that idea, in order to further specify initiatives for the respect of human rights and anti-corruption, in May 2019, a partial revision was made to the MITSUBISHI MOTORS Global Code of Conduct. “Respect Human Rights and Diversity, Provide Equal Opportunity” in the Global Code of Conduct 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.

In fiscal 2019, in the newly enacted MITSUBISHI MOTORS “Human Rights Policy,” specific initiatives are defined, including support and respect for international standards and norms regarding human rights, matters for compliance, and the implementation of human rights risk evaluations and executive/employee training.

\*See page 9 for details on our support of the UN Global Compact.  
 Human Rights Policy

### 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.

### Prohibiting Discrimination

In our Human Rights Policy, executives and employees are required 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, 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.

### Framework of Human Rights Awareness

We offer human rights awareness training companywide headed by the executive in charge of human resources. Personnel in charge of education stationed at our business sites are working to raise human rights awareness among employees by conducting lectures using shared educational materials. We also participated in events held by the Industrial Federation for Human Rights, Tokyo, of which we have been a member for some time, and the Mitsubishi Human Rights Enlightenment Committee and attended conferences, research meetings, and so on held by other external organizations, gathered information, and took measures to improve understanding (approx. 140 days in fiscal 2019). The insights gained from these opportunities have been reflected in internal training and other purposes.

### Human Rights Compliance in the Value Chain

In addition to internal efforts targeting human rights internally, we place great importance on initiatives that address human rights among suppliers. In the Supplier CSR Guidelines, we specify matters involving respect for human rights, including the complete elimination of discrimination and the prohibition of child labor and forced labor. We confirm that suppli-



ers agree to consider human rights based on these guidelines by having them sign Supplier Commitment agreements.

At sales companies, 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.

### Establishing Consultation Offices

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) for whistle blowing and consultation for employees.

Also, having established a Business Partner Helpline for suppliers, and a Customer Contact Center as a consultation office for customers, we are receiving reports and request of consultations regarding human rights issues.

Confidentiality and user anonymity is guaranteed at all of these consultation offices.

Establishment of Internal and External Consultation Offices (Helplines) P88

For further information regarding the Business Partner Helpline, please go to P73

For further information regarding the Customer Contact Center, please go to P54

## Education and Training

### Human Rights Education Programs

In order to encourage all employees to cultivate their respect for human rights, MITSUBISHI MOTORS is offering courses that deepen understanding toward human rights within its training programs tailored to each job rank, beginning with entry-level employee training. In fiscal 2019, we conducted a total of 770 hours of human rights training for 800 employees, including entry-level employees, mid-career employees and newly promoted managers (section managers and division general managers). Details of the training are described below.

<b>Entry-level employees</b>	The significance of corporate initiatives regarding human rights, fundamental knowledge regarding human rights, etc.
<b>Mid-career employees</b>	Recent topics regarding human rights, the relation between our business and human rights, etc.
<b>Newly promoted managers</b>	Recent topics regarding human rights, prevention of harassment, roles of managers, etc.
<b>Newly promoted general managers</b>	Provision of expertise needed as workplace managers, etc.

In addition to training, we regularly distribute information on human rights-related topics to all divisions within the Company with the aim of raising awareness of human rights. One such initiative is the dissemination of a message from our CEO, coinciding with Human Rights Day on December 10.

To promote LGBT awareness among employees, we held seminars at various sites. We also rolled out an internal e-learning course covering basic knowledge of LGBT issues.

Training Programs by Type	Number of Participants	Attendance Rate
<b>Entry-level employee training</b>	470	100%
<b>Mid-career employee training (newly promoted)</b>	168	100%
<b>Newly promoted manager training</b>	168	100%
<b>Seminars to raise understanding of LGBT issues</b>	251	—*
<b>LGBT e-learning course</b>	6,654	—*

\*Attendance ratio not disclosed for voluntary attendance