

## Respect for Human Rights



### Basic Approach and Human Rights 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, we believe 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 June 19, we enacted a Human Rights Policy, following approval by the Executive Committee. The policy defines specific initiatives, including support and respect for international standards and norms regarding human rights, matters for compliance, and the implementation of human rights risk assessment and executive/employee training. The policy has been translated into English and is available on our website for viewing by all employees in Japan and other countries.

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

Human Rights Policy

### Management System

The Company’s efforts addressing respect for human rights are mainly focused on the sustainability, human resources and procurement departments. Three times each year, the executive in charge of sustainability, acting as the person in charge of promoting human rights initiatives, reports the status of human rights risk assessment and related measures to the Sustainability Committee, 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.

The Company uses a human rights due diligence framework to identify the negative impact its business activities could have on human rights and takes steps to minimize or eliminate such circumstances. In FY2021, we plan to conduct human rights audits at our production bases in Japan.

Our internal system for promoting an awareness of human rights starts with awareness training, which is 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 participate in events held by the Industrial Federation for Human Rights, Tokyo, of which we have been a member for some time, and the MITSUBISHI MOTORS Human Rights Enlightenment Committee and attend conferences, research meetings, and so on held by other external organizations, gather information, and take measures to improve understanding. In FY2020, we spent approximately 41 days in such meetings, although some of them were cancelled due to COVID-19. The insights gained from these opportunities have been reflected in internal training and other purposes.



## Complying with the Human Rights Policy

### Prohibiting Discrimination

MITSUBISHI MOTORS requires 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, 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

The Company does not tolerate slavery labor, including human trafficking, child labor, forced labor or other unjustifiable labor practices, 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. 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 ID cards or prevent them from movement.

### Freedom of Association and Labor-Management Dialogue

The Company respects 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). Specifically, we ascertain the living wage and ensure that we pay salaries that satisfy this requirement. In addition, in our production processes we take gender and age into consideration when devising work content.

▶ Data (p. 121): 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 sustain-

ability 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 employees to cultivate their respect for human rights, the Company 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 FY2020, we conducted a total of 940 hours of human rights training for 980 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>Newly promoted General managers</b>	Provision of expertise needed as workplace managers, etc.
<b>Newly promoted managers</b>	Recent topics regarding human rights, prevention of harassment, roles of managers, etc.
<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, 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 Executive Officer, President & 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
Entry-level employee training	466	100%
Mid-career employee training (newly promoted)	377	100%
Newly promoted manager training	141	100%
Seminars to raise understanding of LGBT issues	478	—*1
LGBT e-learning course	7,629	—*1

\*1 Attendance ratio not disclosed for voluntary attendance

## Requests to Suppliers

In addition to internal efforts targeting human rights internally, MITSUBISHI MOTORS places 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 suppliers agree to consider human rights based on these guidelines by having them sign Supplier Commitment agreements.

## Requests to Sales Companies

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.

## Access to Assistance

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) \*2 for whistle blowing and consultation for employees.

Also, having established a Business Partner Helpline\*3 for suppliers, and a Customer Contact Center\*4 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. We ensure that people who seek consultation are not treated unfairly.

\*2 Establishment of Internal and External Consultation Offices (Helplines) P103

\*3 For further information regarding the Business Partner Helpline, please go to P86

\*4 For further information regarding the Customer Contact Center, please go to P61