

# **Human Rights Policy**

The purpose of this human rights policy is to ensure that Mitsubishi Motors conducts business activities with respect for the human rights of our stakeholders.

Mitsubishi Motors recognizes that the efforts to respect human rights are essential factors in the fulfillment of our social responsibilities. All of the executives and employees within Mitsubishi Motors comply with this human rights policy.

Mitsubishi Motors respects basic human rights in our business activities on the basis of the Corporate Mission and the MITSUBISHI MOTORS Global Code of Conduct.

Mitsubishi Motors supports and respects the following international norms and standards.

- The International Bill of Human Rights\*1 and relevant treaties on human rights
- The ILO Declaration on Fundamental Principles and Rights at Work\*2 and relevant standards
- The UN Guiding Principles for Business and Human Rights\*3
- The UN Global Compact\*4

Mitsubishi Motors promotes efforts to respect human rights through its relationship with stakeholders.

Mitsubishi Motors complies with national laws and regulations in each market where we operate. Where we face conflicts between internationally recognized human rights and national laws, we will seek ways to honor the principles of international human rights.

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## **1. Prohibition of Discrimination**

Mitsubishi Motors respects diversity and strives for equal opportunities.

We do not tolerate unfair discrimination or harassment on bases such as race, color of skin, nationality, ethnicity, family origin, sex, sexual orientation, gender identity, age, disability, language, or religion.

## **2. Elimination of Unjustifiable Labor Practices**

Mitsubishi Motors does not accept any unjustifiable labor practices such as slavery labor, child labor, or forced labor, including human trafficking, and we strive to eliminate such labor practices.

### **3. Freedom of Association, Labor and Management Dialogue**

Mitsubishi Motors respects the right of an employee to associate. We also engage in sincere dialogue and consultations with our employees or representatives of employees.

### **4. Ensuring Access to “Decent Work”**

Mitsubishi Motors strives to ensure access to “Decent Work”, such as the provision of education for executives and employees, a living wage, safe and healthy workplace, and appropriate working hours.

### **5. Community Involvement**

Mitsubishi Motors understands the impact of our business activities on the people of the community and promotes multicultural coexistence.

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#### **<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.

#### **<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 legitimate internal and external processes to provide remediation.

#### **<Ensuring Transparency and Accountability>**

Mitsubishi Motors will provide appropriate education or training to all the executives and employees so that this policy is embedded in our business activities. We will ensure that our group companies comply with this policy. We will also request that our suppliers comply with the "Supplier CSR Guidelines" based on this policy. In order to ensure transparency and accountability, we will disclose our initiatives on respect for human rights through our website.

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\*1: The International Bill of Human Rights consists of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenants on Economic, Social and Cultural Rights.

\*2: The Declaration on Fundamental Principles and Rights at Work refers to the freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labour, the effective abolition of child labour and the elimination of discrimination in respect of employment and occupation.

\*3: The UN Guiding Principles for Business and Human Rights are principles formulated in 2011 to materialize the UN “Protect, Respect and Remedy” Framework (2008) which was submitted by Professor John Ruggie of Harvard University to the United Nations Human Rights Council and unanimously approved. It also stipulates on the procedures of human rights due diligence, which is recognized as essential for companies to engage in human rights challenges.

\*4 : The Ten Principles of the United Nations Global Compact, in the 4 areas of human rights, labour, environment and anti-corruption are recognized in the international community as universal values, which include "Support and respect for the protection of human rights," "Elimination of forced labor," "Abolition of child labor" and such.