

## **Hitachi Group Human Rights Policy**

The Hitachi Group contributes to society through the development of superior, original technology and products, and delivering innovations that answer society's challenges. As a prerequisite to this, Hitachi Group is committed to fulfilling its responsibility to respect human rights throughout its value chain.

This policy applies to all officers and employees of Hitachi Group. Hitachi Group expects all business partners across the value chain to also respect and not infringe upon human rights, and will respond appropriately when this is not happening.

### **Article 1. Commitment**

Hitachi Group is committed to fulfilling its responsibility to respect all internationally-recognized human rights, as enshrined in the International Bill of Human Rights, and set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and The Ten Principles of the United Nations Global Compact.

The Hitachi Group will comply with human rights laws and regulations in each of the regions in which it operates. Where there is gap between local laws and the international standards, Hitachi Group will seek ways to meet the spirit of the international standards. We do not tolerate threats, intimidation, or physical or legal attacks against human rights defenders.

### **Article 2. Governance**

This policy was discussed and approved by the Senior Executive Committee. A Chief Sustainability Officer is appointed as the person in charge of human rights to continue to promote efforts to respect human rights in accordance with this policy. Necessary actions to promote respect for human rights are discussed by the Senior Executive Committee, and the approved results and the status of human rights initiatives are reported to the Board of Directors if necessary.

### **Article 3. Salient Human Rights Issues**

Based on a review of human rights risks with a third-party human rights specialist organization, we have identified the following salient human rights issues. In addition, as a result of risk assessments based on each business and regional characteristics, we will also address other human rights issues that are deemed

high severity.

- (1) Forced Labor (including violation of migrant workers' rights)
- (2) Child Labor
- (3) Harassment
- (4) Discrimination
- (5) Lack of Health and Safety
- (6) Violation of Freedom of Association

#### **Article 4. Human Rights Due Diligence Implementation Process**

Hitachi Group will undertake continuous human rights due diligence to manage human rights risks and impacts and will also reflect the results of due diligence in its policies and internal systems for human rights initiatives, and improve them. The Hitachi Group has a wide range of diverse business and its value chain is large and complex. Therefore, we believe that human rights due diligence needs to be tailored to the characteristics of each business and the region in which we operate. Our Human Rights Due Diligence process includes identifying and assessing potential or actual human rights impacts, taking appropriate actions to prevent or mitigate risks, and establishing indicators to verify the effectiveness of measures. We also fulfill our accountability to stakeholders by appropriately disclosing information about our efforts to respect human rights.

Our Human Rights Due Diligence approach entails taking action by working with our business partners, including procurement partners throughout the value chain. For all procurement partners, we have established the Hitachi Group Sustainable Procurement Guidelines, which require all of our procurement partners to respect all internationally-recognized human rights.

Hitachi Group recognizes the need to identify vulnerable hot spots and high risks across a broad global value chain. We evaluate our procurement partners through document-based survey and on-site audits, and have developed a variety of measures to seek to prevent potential adverse impacts.

In the case that a human rights violation is found, Hitachi Group will use its leverage with its business partners to meaningfully address the impacts and actively support them in their efforts to correct the situation. However, depending on the willingness of the business partner to effectively address the issues, we may need to terminate our relationship with the business partner and endeavor to do business with business partners that comply with this policy.

#### **Article 5. Grievance Mechanism**

The Grievance mechanism (Hitachi Global Compliance Hotline) is run by an

independent third party. The hotline is available 24/7 and allows you to remain anonymous, where permitted by law. Hitachi Group shall protect whistleblowers from being treated unfairly as a result of reporting or consulting through the grievance mechanism.

If it becomes clear that Hitachi Group's corporate activities have caused or contributed to an adverse impact on human rights, we will identify the problem in accordance with international standards, and take appropriate actions to remedy. We will also address the issue with fairness and impartiality, and we will provide the necessary cooperation to ensure a resolution and prevent a recurrence.

## **Article 6. Stakeholder Engagement and Disclosure**

### Stakeholder Engagement

- Hitachi Group is committed to engaging in ongoing dialogue and consultation with stakeholders to understand their lived experience and take meaningful steps to address potential or actual human rights impacts affecting them.

### Disclosure of Information

- We will report regularly on our efforts to respect human rights through our website and other means.