

## **The Kawasaki Group Policy on Human Rights**

### **1. Fundamental Concepts**

The Kawasaki Group creates new value for formation of a richer and brighter future society in harmony with the global environment in order to realize our Group Mission "Kawasaki, working as one for the good of the planet". In order to realize the Group Mission, the Group recognizes it is vital that human rights of all stakeholders must be fully respected and that the Group employees must act based on high ethical standards, and the Group will work proactively on the important human rights issues outlined in the Kawasaki Group Human Rights Policy (hereinafter this "Policy").

### **2. Policies on Human Rights**

#### **(1) Compliance with laws and international standards**

The Group complies with local laws and standards for human rights applicable to the countries and regions the Group conducts its business. In the event of any conflict between the law of a country or region and this Policy, the Group will consider the response to individual cases following this Policy as a guideline.

The Group also declares its support and respect for international standards for human rights including (but not limited to) the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights) that sets out the fundamental human rights of everyone, the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work that sets out the fundamental rights at work, and the Children's Rights and Business Principles that stipulate the standards and behavior required to prevent and abolish child labor.

Furthermore, in accordance with the UN's Guiding Principles on Business and Human Rights (hereinafter the "UN's Guiding Principles"), the Group will fulfill its responsibility for respecting the human rights of stakeholders affected by the Group's business activities as a signatory company of the UN Global Compact.

#### **(2) Important human rights issues**

##### **● Prohibition of forced labor and child labor**

The Group does not accept any form of modern-day slavery, including human trafficking and all kinds of forced labor through constraints such as confinement or debt. The Group also does not accept child labor that puts to work children under the minimum working age outlined in international standards and the laws of the countries and regions the Group conducts its business.

##### **● Prohibition of discrimination and harassment**

The Group does not allow discrimination based on race, skin color, beliefs, creed, religion, nationality, ethnicity, social origin, gender, age, disability, gender identity, sexual orientation, marital status, family structure, social status, employment status, etc., or acts that violate the dignity of individuals such as intimidating, offensive, or malicious acts or harassment.

### ● **Diversity and inclusion**

The Group will conduct employment opportunities, treatment, training, evaluations, promotions, etc. of its employees fairly and impartially in accordance with the law, and will facilitate the creation of a workplace culture that respects the diversity of individuals, allowing human resources with a wide range of abilities, values, and ideas to demonstrate their full potential and play an active role in the Group's success regardless of gender, age, nationality, disability, etc.

### ● **Approving freedom of association and the right to collective bargaining**

The Group respects employees' freedom of association and freedom of collective bargaining, recognizes the freedom of legitimate union activities of unions and union members, and does not subject employees to disadvantage due to legitimate union activities. Employees and the Group will both engage in discussions on topics such as important working conditions and state of management in good faith.

### ● **Ensuring a safe and healthy working environment**

The Group will establish a workplace culture that prioritizes health and safety to realize a safe and comfortable work environment where its employees can work with good physical and mental health. As well as guaranteeing a minimum wage based on international standards and the laws of the countries and regions the Group conducts its business, the Group also manages working hours appropriately and guarantees its employees' right to take leave.

### (3) **Positioning and scope**

This Policy supplements the Kawasaki Group Mission Statement and the Kawasaki Group Code of Conduct, indicates the Group's commitment to respect for human rights and has been decided with an approval of the Kawasaki's Board of Directors. This Policy applies to all officers and employees, temporary contract employees and agents of the Group (hereinafter the "Officers and Employees").

The Group acknowledges that it is important that this Policy shall be implemented by its suppliers as well. Through this Policy and the Kawasaki Group Sustainable Procurement Guidelines, the Group requests its business partners including its suppliers, contractors and agents to respect and comply with similar principles.

### (4) **Responsibility for human rights and management**

The Sustainability Department of Kawasaki Heavy Industries, Ltd. is the function responsible for human rights risks related to the Group's business activities and its supply chains, and the executive officer in charge of Sustainability assumes the supervisory responsibility.

The Group follows a comprehensive approach to management of human rights indicated in the UN's Guiding Principles, including (but not limited to) commitment by policies, conduct of human rights due diligence, response to results, and the Group evaluates risks of negative impacts on human rights caused by its business activities in accordance with the UN's Guiding Principles. In case that any human right risk is located in its business activities and supply chains, the Group shall prioritize such risk, and determine how to respond to it.

**(5) Education**

The Group provides officers and employees with adequate education in an effort to prevent any negative impact on human rights.

**(6) Dialogue**

The Group conducts a dialogue and discussion with related stakeholders about the measures to respond to potential and actual impacts on human rights.

**(7) Correction and remedy**

When the Group discovers that it has caused any negative impact on human rights or has been involved in such case, the Group will endeavor to correct such impact through appropriate procedures.

**(8) Information disclosure**

The Group will continually disclose its efforts and initiatives on respect for human rights through its website and/or report.

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