

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

### **1. Fundamental Concepts**

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 such important aspects of human rights as diversity, equal opportunities, forced labor, child labor, discrimination, harassment, freedom of association, right to collective bargaining, occupational health and safety.

### **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 the Kawasaki Group Human Rights Policy (hereinafter 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 Covenant on Human Rights) that set out fundamental rights at work as well as the International Labour Organization's (ILO's) Declaration on Fundamental Principles and Rights at Work. 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 business activities.

#### **(2) 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 CSR Procurement Guidelines, the Group requests its business partners including its suppliers, contractors and agents to respect and comply with similar principles.

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

The Sustainable Development Division 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.

**(4) Education**

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

**(5) Dialogue**

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

**(6) Correction**

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.

**(7) Information disclosure**

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