

Human Rights Initiatives

Basic Philosophy

The Toyoda Gosei Group respects and supports the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and other international norms. The Toyoda Gosei Group Charter for Business Ethics lays out our basic principles of “respecting human rights and the diversity, character, and individuality of each person and striving to create workplaces that are free of discrimination and harassment and always healthy, pleasant, and safe, based on labor-management cooperation.” This policy expressly prohibits all forms of harassment, forced labor, and child labor, as well as promoting fair hiring practices and respect for human rights and individual dignity.

Toyoda Gosei Group Human Rights Policy and Initiatives System

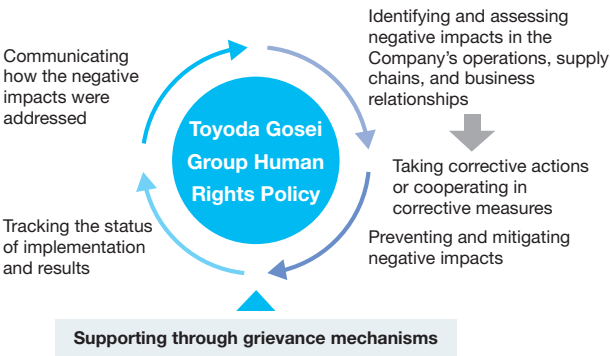
In April 2022, “Toyoda Gosei Group Human Rights Policy” was formulated. This policy was developed with input from external experts, deliberated on in the Sustainability Council with participation from all executives and division heads, and approved by the Board of Directors. To enhance management’s commitment to human rights efforts, the Sustainability Council receives biannual progress reports on these initiatives.

[For our Human Rights Policy, refer to our website.](#)

Human Rights Due Diligence

In alignment with the “UN Guiding Principles on Business and Human Rights,” the Group began implementing human rights due diligence in 2022. Human rights due diligence refers to a series of processes that identify negative human rights impacts in a company’s operations, supply chain, and other business relationships; prevent or mitigate those negative impacts; track implementation and results; and communicate how the negative impacts have been addressed.

Overall Framework for Initiatives Related to Human Rights



Human Rights Impact Assessment

The Group conducted a human rights impact assessment in collaboration with external experts, covering both Toyoda Gosei and its suppliers, to identify priority human rights issues. A preliminary study was conducted to establish a comprehensive understanding of human rights risks related to the business activities, products, and services of both the Group and its suppliers. In addition to the survey, we conducted a questionnaire, and in countries and regions with higher risks, we held interviews to assess the actual status of initiatives and identify challenges.

Significant Human Rights Issues (Within Our Group)

Significant Human Rights Issues	Affected Stakeholders	Description
Harassment	• Workers within our Group • External parties such as business partners and suppliers	All forms of harassment not only harm the dignity of victims but also cause the working environment to deteriorate. Therefore, we will enhance preventive measures and establish corrective and remediation mechanisms.
Migrant workers	• Foreign workers within our Group	Since migrant workers (especially technical trainees domestically) tend to be particularly vulnerable, we will review their working and living conditions, aiming to prevent human rights abuses and establish corrective and remediation mechanisms.
DE&I	• Workers within our Group	A lack of understanding, consideration, and efforts regarding DE&I can result in lost career advancement opportunities, harassment, and discrimination. Therefore, we will enhance DE&I initiatives and build an environment where diverse talent can thrive.

Consultation and Relief Services

We provide internal and external consultation channels accessible to employees of the Company and domestic affiliates. These services allow for anonymous consultations and reports, ensuring that no employee faces adverse treatment for seeking advice or reporting issues. Additionally, since April 2024, we have participated in JP-MIRAI Assist, which supports multilingual services and offers a specialized consultation system for foreign technical trainees.



Recent News

Overseas Supply Chain Initiatives

We conducted risk assessments of our overseas supply chains that take into account the particularities of each region and country, and identified child labor, forced labor, and migrant labor as priority risks. In March and April 2025, we visited 23 suppliers in India, Thailand, and Vietnam, where the risk of these human rights issues arising is particularly high. Suppliers conducted self-assessments in advance of our visits, after which we reviewed regulations and other documents, and carried out on-site activities such as workplace inspections. We provided support for immediate rectification of deficiencies that were identified as a result of these visits, and confirmed that there were no major issues that could pose risks to human rights. Going forward, we will continue to prevent and rectify human rights risks through self-assessment tools and other means.