

# Toyoda Gosei Group Human Rights Policy

## Continuing to be a company of integrity

The Toyoda Gosei Group (Toyoda Gosei Co., Ltd. and its domestic and international consolidated subsidiaries; hereinafter, “we”) seeks to promote respect for human rights based on the United Nation’s “Guiding Principles on Business and Human Rights.”

We consider “Respect for the individual,” one of the principles in the Toyoda Gosei Management Philosophy, to be the basis of our business activities in continuing to be a company of integrity. The entire Toyoda Gosei Group seeks to promote respect for human rights and will continue to make improvements each day.

The “Toyoda Gosei Group Human Rights Policy” (hereinafter, “Policy”) states that in expanding our business globally we must respect internationally recognized human rights and properly comply with the relevant laws and regulations in each country and region where we conduct business activities. This Policy should be heeded by every person in the Toyoda Gosei Group, and is taken to be the highest level policy on human rights in our business activities.

### 1. Commitment to Respect for Human Rights

We understand that as we expand our business activities globally across national borders, there is an increasing possibility that our activities will affect, either directly or indirectly, the human rights of others. We will give utmost consideration to ensure that we do not infringe upon the rights of others, and will take measures to counter any adverse effects on human rights that occur from our own business activities.

We view all parties with whom we do business as business partners, and even in cases when our activities do not lead directly to adverse effects on human rights, if our business partners or other related parties are involved in human rights violations we will work with such party to prevent such violations.

We support and respect internationally recognized norms on human rights, including the International Bill of Human Rights, which sets out the fundamental human rights to be enjoyed by all people of the world, and the International Labor Organizations (ILO)’s Declaration on Fundamental Principles and Rights at Work, which sets out fundamental rights at work, and will comply with relevant laws and regulations in all countries and regions where we conduct business activities. In the event that there is a conflict between international norms and the relevant laws or regulations of a given country or region, we will pursue ways to respect internationally recognized human rights principles to the maximum extent.

- (1) We will not condone discrimination for any reason, including nationality, sex, age, creed, religion, race, ethnicity, sexual orientation, gender identity, disability, or whether a person has a spouse or children. We strive to promote diversity and inclusion so that personnel with diverse talents and values can exhibit their maximum abilities, and will continue to enhance these efforts.
- (2) We will not condone harassment in any form, including sexual harassment and power harassment. We strive to prevent harassment in the workplace so that we can ensure a workplace environment where employees can work with vitality and security, and will continue to enhance these efforts.
- (3) We will monitor current situations and develop appropriate responses so that no forced labor, child labor, or unfair treatment of foreign laborers occurs in the Toyota Gosei Group or our supply chain.

## **2. Scope**

This policy applies to all officers and employees of Toyota Gosei Co., Ltd. and its domestic and international consolidated subsidiaries. We also expect all of our stakeholders to understand and respect this policy.

## **3. Human Rights Due Diligence**

To fulfill our responsibility to respect human rights, we will develop mechanisms for human rights due diligence that identify, prevent, and mitigate adverse effects on human rights related to our business activities, and implement them continuously.

The process we will adopt in our efforts to protect human rights is the PDCA cycle of monitoring the current situation, clarifying key issues to be addressed, developing measures, implementing these measures, evaluating results, and making further improvements.

## **4. Remediation and Relief**

If it is determined that our business activities are directly causing adverse effects on human rights, or fostering adverse effects, we will work to rectify the situation immediately. In addition, if it becomes clear or is suspected that our business partners and other related parties are directly involved in human rights violations through business relations with us, we will work to remedy the situation through dialogue and appropriate procedures.

We will also develop mechanisms to deal with grievances, such as establishing lines that can be accessed by people who have suffered negative effects from us and our business partners.

## **5. Education**

We will provide appropriate training and education to all officers and employees. In addition, this Policy shall be reflected in relevant policies, guidelines and other internal procedures so that it becomes firmly established in all of our business activities.

## **6. Progress Monitoring and Information Disclosure**

We will continuously monitor the status and results of our efforts, and make improvements as necessary. We will also regularly disclose the status of our human rights-related efforts through our company website, annual report and other means.

## **7. Dialogue and Discussion**

We will engage in good-faith dialogue and discussion with stakeholders for the initiatives in this Policy. At the same time, we will utilize external expertise on human rights to elevate and continuously improve our efforts to respect human rights.

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Toyota Gosei Co., Ltd.