

HINO Human Rights Policy

The corporate mission of the Hino Group (Hino Motors, Ltd., subsidiaries and group companies, collectively, "Hino") is "We make a better world and future by helping people and goods get where they need to go". Based on this corporate mission, Hino has contributed value to our customers and society through trucks and buses that support the transportation of people and goods, which are essential parts of society's infrastructure. The Hino Way, which incorporates the three core values of "integrity", "contribution", and "empathy", is the cornerstone of all of our actions and decisions. Hino is united in its efforts to solve social issues to realise a sustainable society.

Trust from customers and all other stakeholders, when our service to our customers and society can be of help, is essential for our corporate activities. In order to maintain that trust, respect for human rights is a key foundation for carrying our corporate activities with integrity. For that reason, we have established the HINO Human Rights Policy (the "Policy") in order to ensure that we act with empathy and respect and understand each other's thoughts and opinions. We recognise that understanding human rights issues in each country and region is essential for us to develop our business globally and contribute to our customers and society. We are committed to being with every person involved in our corporate activities and respecting human rights in accordance with the UN Guiding Principles on Business and Human Rights.

This Policy is our most important policy in relation to the human rights and a key aspect of Hino way. We are committed to fulfilling our responsibility to respect human rights in all of our corporate activities that support the transportation of people and goods.

1. Commitment to Respect for Human Rights

We appreciate the importance of respect for human rights in our corporate activities and will ensure that we (i) do not infringe upon human rights, and (ii) appropriately address any adverse impacts on human rights caused by our activities. If our products and/or services are directly linked to adverse impacts on human rights through our suppliers or other business partners, we will work with the relevant parties for remediation.

We understand and respect internationally recognised human rights as set out in the United Nations International Bill of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. We also respect the rights and freedoms recognised by the laws and regulations of each country, regardless of whether they are internationally recognised human rights, and comply with the laws and regulations. Where there is a conflict between national legislation and international human rights norms, we pursue ways to respect internationally recognised human rights to the greatest extent possible.

2. Scope of applicability

This Policy applies to all officers and employees of Hino (including employees seconded to Hino, contract employees, temporary employees, and seasonal employees). We also expect all of our business partners, including suppliers and distributors, to understand and respect this Policy.

3. Human Rights Due Diligence

We fulfil our responsibility to respect human rights by establishing and continuously implementing a human rights due diligence mechanism in order to identify, prevent and mitigate adverse human rights impacts (or human rights risks) related to our corporate activities.

4. Corrective and Remedial Action

Where we learn that we are causing or contributing to adverse impacts on human rights, we will take appropriate corrective and remedial action to address the adverse impacts. We also promote the development of effective remedial mechanisms including the establishment of grievance mechanisms to which any events that may cause adverse impacts on human rights can be reported.

5. Education and Training

We disseminate this Policy to all officers and employees and provide them with continuous education and training. We will also reflect the essence of this Policy in our existing company policies and internal procedures, and ensure that each employee will act in accordance with this Policy.

6. Monitoring and Disclosure

We will continuously monitor the status of compliance with this Policy and make improvements where necessary, as well as properly explain and disclose the content and results of our initiatives under this Policy through our website and other means.

7. Dialogue and Discussion with Stakeholders

We seek input from external experts on our initiatives to fulfil our responsibility to respect human rights. We also engage in dialogue and discussion with our stakeholders to ensure the effectiveness of those initiatives.

This Policy was approved by the Board of Directors of Hino Motors, Ltd. on 30 November, 2023.



Satoshi Ogiso
President & CEO,
Member of the Board of Directors
Hino Motors, Ltd.
30 November, 2023

【Appendix : Priority Human Rights Issues for Hino】

(i) Forced labour

We will work to ensure that proper working conditions exist at Hino and our suppliers and business partners. We will not tolerate any form of forced labour, whether through violence, intimidation, debt bondage, or other means.

(ii) Child labour

We do not tolerate child labour. Child labour deprives children of educational opportunities and forces them to work at an early age, hindering their development.

(iii) Discrimination and harassment

We do not tolerate discrimination on any grounds, including race, religion, ideology, gender, age, nationality, and disability. We also do not tolerate any form of harassment.

(iv) Workplace safety and health

We respect the right of employees to work in a safe and healthy working environment. We make sure to comply with the labour laws of the countries and regions concerned, to ensure the safety and health of our employees.