

Aichi Steel Group's Human Rights Policy

The Aichi Steel Group (Aichi Steel Corporation and our consolidated subsidiaries in Japan and overseas) is guided by our founder's belief that "great cars are made with great steel." Our vision is to "strive to make positive contributions to society by providing appealing products from global perspectives and based on our vibrant and trustworthy corporate qualities." We value the spirit of "Appreciate," which is one of the pillars of the Aichi Way, a set of values shared by the Aichi Steel Group. We have been working to become a company of choice by respecting the individuality of each employee and bringing out the best in each of them.

We fully recognize the importance of respecting human rights in order to continue providing value to society and remain a company of choice that is trusted by society at large. We will promote efforts to respect the human rights of all people involved in our corporate activities by dealing with each and every one of our stakeholders with sincerity.

This policy is based on the United Nations "Guiding Principles on Business and Human Rights." It is positioned as the Aichi Steel Group's highest policy regarding human rights, as it has been established to respect human rights as required internationally.

1. Commitment to Respecting Human Rights

We understand that we have the potential to impact human rights through our own corporate activities or as a result of our business relationships with other parties.

We support and respect international norms related to human rights, such as the "International Bill of Human Rights" and the "International Labour Organization's Declaration on Fundamental Principles and Rights at Work." We will promote initiatives to respect human rights in accordance with the United Nations "Guiding Principles on Business and Human Rights."

We will comply with the laws and regulations of the countries and regions in which we conduct our corporate activities. In the event of a conflict between internationally recognized human rights and the laws and regulations of the country or region in question, we will look for ways to maximize respect for internationally recognized human rights.

2. Application Scope

This policy applies to all officers and employees of the Aichi Steel Group. We also expect all of our business partners, including suppliers, to understand and support this policy.

3. Human Rights Due Diligence

We will establish and continuously implement a human rights due diligence mechanism to identify, prevent, and mitigate adverse impacts on human rights in accordance with the United Nations “Guiding Principles on Business and Human Rights.”

4. Remediation and Remedy

We will work to remedy any adverse impacts on human rights that we are found to have caused and/or contributed to through the appropriate procedures. We will also put grievance remedy mechanisms in place that are accessible to all concerned parties who may have been adversely impacted.

5. Education

We will ensure that this policy is thoroughly disseminated through appropriate education and awareness-raising activities for all officers and employees of the Aichi Steel Group. We will also ensure that this policy is reflected in relevant policies, guidelines, and other necessary procedures in order to embed it in our corporate activities.

6. Monitoring and Information Disclosure

We will continuously monitor our compliance with this policy and make improvements as necessary. We will also regularly disclose our human rights initiatives and progress through our website, reports, and other means.

7. Dialogue with Stakeholders

We will engage in dialogue and consultation with relevant stakeholders to identify and appropriately address adverse impacts on human rights.

This policy was approved by the Aichi Steel Corporation’s Board of Directors on March 31, 2023.

President
Aichi Steel Corporation

藤岡高広