

Toyota Tsusho Group Human Rights Policy

Policy and basic concept

The Toyota Tsusho Group, in our mission, declares: “Passing on a better Earth to the children of the future”, and we are committed to addressing social issues through business activities.

As "Be the Right ONE," namely, to be an irreplaceable and unique presence for partners and stakeholders, forms our "Ideal Image" as part of our Global Vision, we recognize that it is an extremely important responsibility to understand the human rights issues of countries and regions in which we operate and undertake appropriate actions. We list our idea to "Respect human rights, and actively develop people who will contribute to society by nurturing them and giving them opportunities to apply their skills." as one of our Key Sustainability Issues (Materiality).

Toyota Tsusho Group positions this policy as its highest level policy regarding human rights.

1. Our stance on international norms and laws

As we conduct business around the world, we consider respect for human rights based on international standards to be a fundamental foundation of our activities. We support the International Bill of Human Rights, which includes the “Universal Declaration of Human Rights”; the “Guiding Principles on Business and Human Rights”; and the ILO Declaration on Fundamental Principles and Rights at Work issued by the International Labor Organization (ILO), and we are committed to respecting human rights.

Our Behavioral Guidelines stipulate that “We wil respect people and strive to create an engaging workplace," as good corporate citizens and our Global Code of Conduct & Ethics (COCE) specifies our respect for human rights and stresses our consideration for human rights.

We particularly strive to ensure that there is no discrimination or harassment against gender, age, place of origin, nationality, race, skin color, ethnicity, religion, gender identity, sexual orientation, pregnancy, disabilities, political views, or other factors in our workplaces, to establish policies to prohibit forced labor, child labor and unreasonably low wage labor, to eliminate inadequate employment and pay above the minimum wage in compliance with labor laws and regulations of countries in which we operate, and will strive to provide wages that exceed both the legal minimum wage and a living wage, and to protect the right to privacy and freedom of expression of all individuals with whom we engage in the course of our company activities.

2. Scope of application

This policy applies to all officers and employees. We also expect all stakeholders, including suppliers and business partners, to understand and comply with this policy.

3. Human rights due diligence

We will strive to identify and prevent or mitigate any adverse impacts on human rights in our business through our human rights due diligence mechanisms.

4. Remedy

If we discover that our business activities have caused or are having an adverse impact on human rights, we will work to remedy them through appropriate procedures and dialog.

5. Grievance mechanism

We will endeavor to establish a reporting and grievance system to appropriately understand and respond to all human rights issues affecting our officers and employees or otherwise related to our business.

6. Education

We will provide appropriate education and training to officers and employees so that they are familiar and comply with this policy. Moreover, we will include this policy in our guidelines and other necessary procedures so as to firmly establish it in our business activities.

7. Respect for freedom of association

We recognize the right of employees to freely associate or not to associate based on applicable laws and regulations of the countries in which we are engaged in business activities.

8. Progress confirmation and information disclosure

We will persistently review our efforts to respect human rights, track progress and disclose our findings in a timely manner through our website, etc.

9. Dialog / discussion with stakeholders

We will endeavor to consult with third-party organizations with human rights expertise regarding any adverse impact on human rights and engage in dialog and discussions with relevant stakeholders.

Formulated in January 2020

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President & CEO

Toshimitsu Imai