

# Hitachi Construction Machinery (UK) Human Rights Policy

## Scope

### About this Policy

Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.

Hitachi Construction Machinery UK Ltd supports the realisation of human rights by contributing to society through the development of superior, original technology and products, and delivering innovations that answer society's challenges. As a prerequisite to this, we seek to meet its responsibility to respect human rights.

## Responsibility

The Directors, Senior Management and Heads of Department shall take overall responsibility for implementing this policy and its objectives. You should alert a Manager or Supervisor to any incidents to enable the Company to deal with the matter. All queries regarding this policy should be sent to [humanresources@hitachicm.co.uk](mailto:humanresources@hitachicm.co.uk)

Enforcement of this policy is a line management responsibility but for clarity, the application of the policy in relation to specific circumstances is defined as follows:

## Definitions

### Who must comply with this policy?

All employees and suppliers/business partners acting on behalf of the Company must comply with this policy and all relevant anti-bribery and corruption laws of any country in which we conduct business. In this policy, reference to "employee" includes reference to any consultants, temporary/agency staff, volunteers or anyone acting on our behalf. References to "you" and "your" in this policy refers to employees of HCMUK and references to "we", "us" or "our" refer to HCMUK/the Company itself.



**What is due diligence?**

The term “due diligence” shall mean the process of systematically researching publicly-available information and attempting to identify the existence, legal and/or financial standing, history, ownership, control, structure, government connections/relationships and other facts relevant as risk indicators associated with an entity and/or an individual.

**Obligations****The Responsibility to Respect Human Rights**

We strive to meet our responsibility to respect human rights by not infringing on human rights and addressing negative human rights impacts with which the company may be involved through its operations and business relationships. We understand human rights to be, at a minimum, those outlined in the International Bill of Human Rights and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work.

**Relationship to Hitachi’s Values and Policies**

We are aware that as a business enterprise we are a member of society and can contribute to creating an environment in which human rights are respected. Meeting the responsibility to respect human rights is key to operating as a responsible business and is accepted to be a baseline expectation for all companies. It is an expression of Hitachi Group’s Mission and Vision.

**Implementing the Responsibility to Respect Human Rights**

We are committed to meeting the responsibility to respect human rights through implementing the UN Guiding Principles on Business and Human Rights. We will develop and implement on going human rights due diligence processes which will include identifying and assessing potential and actual human rights impacts and taking appropriate action to prevent or mitigate risks.

The processes will also entail tracking to ensure the effectiveness of our actions to address impacts and risks. To account for how we respond to potential and actual human rights impacts and implement processes to communicate our findings externally. Where we identify that we have caused or contributed to a negative human rights impact, we will provide for, or cooperate in legitimate processes to provide remediation.

We are committed to engaging in dialogue with external stakeholders about addressing potential and actual human rights impacts. Where we face conflict between internationally recognised human rights and national laws, we will follow processes that seek ways to honour the principles of international human rights. We will provide appropriate training and capacity building to embed this policy commitment throughout the company and to ensure that its consolidated subsidiaries understand and implement human rights due diligence effectively.

Andrew Shield  
Chief Finance Officer



David Roberts  
Chief Executive Officer

