

Hitachi Construction Machinery Group Human Rights Policy

The Hitachi Construction Machinery Group supports the realization 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, Hitachi Construction Machinery seeks to meet its responsibility to respect human rights.

The Responsibility to Respect Human Rights

Hitachi Construction Machinery strives to meet its 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. Hitachi Construction Machinery understands 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. The responsibility to respect applies to all officers and employees of Hitachi Construction Machinery Co., Ltd. and its consolidated subsidiaries.

Hitachi Construction Machinery expects its business partners and other parties whose own impacts may be directly linked to Hitachi Construction Machinery's operations, products or services to respect and not infringe upon human rights, and will respond appropriately where they are not respecting human rights.

Relationship to Hitachi Construction Machinery's Values and Policies

Hitachi Construction Machinery is aware that as a business enterprise it is 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 Construction Machinery Group's Mission and Vision. This policy supplements the Hitachi Construction Machinery Group Codes of Conduct and CSR policy.

Implementing the Responsibility to Respect Human Rights

Hitachi Construction Machinery is committed to meeting the responsibility to respect human rights through implementing the UN Guiding Principles on Business and Human Rights.

Hitachi Construction Machinery will develop and implement on going human rights due diligence. Due diligence processes 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 Hitachi Construction Machinery's actions to address impacts and risks. To account for how Hitachi Construction Machinery responds to potential and actual human rights impacts, the group will also develop and implement processes to communicate its findings externally.

Where Hitachi Construction Machinery identifies that it has caused or contributed to a negative human rights impact, the company will provide for or cooperate in legitimate processes to provide remediation.

Hitachi Construction Machinery adheres to national law and regulation in each market in which it operates. Where Hitachi Construction Machinery faces conflicts between internationally recognised human rights and national laws, the company will follow processes that seek ways to honour the principles of international human rights.

Hitachi Construction Machinery will provide appropriate training and capacity building in order to embed this policy commitment throughout the company and to ensure that its consolidated subsidiaries understand and implement human rights due diligence effectively.

Hitachi Construction Machinery is committed to engaging in dialogue with and consulting relevant external stakeholders about addressing potential and actual human rights impacts.