

Human Rights Policy

1. Basic Approach

SAKAI HEAVY INDUSTRIES, LTD. and its affiliated companies (the “Group”) contribute to the social business of global land development through the road construction equipment business as the basic management policy. Based on this basic policy, the Group will contribute to the realization of sustainable society through initiatives for the respect of human rights.

2. Human Rights to be Respected

The Group respects the “International Bill of Human Rights”^(Note 1) and the “ILO Declaration on Fundamental Principles and Rights at Work”^(Note 2) as the international standards of human rights.

3. Scope of Application

The Group applies this Human Rights Policy to all officers and employees of the Group. In addition, the Group requires its business partners in the supply chain to respect and not infringe upon human rights.

4. Initiatives for Respecting Human Rights

The Group respects human rights in all its business activities. Should it become evident that the Group has participated in an infringement of human rights, it will work swiftly to remedy the situation. Moreover, in the event where an infringement of human rights has clearly arisen at a business partner in the supply chain, the Group will engage in dialogue with those involved and take an appropriate response.

(Note 1) “International Bill of Human Rights” refers collectively to the “Universal Declaration of Human Rights,” along with the “International Covenant on Civil and Political Rights” and the “International Covenant on Economic, Social and Cultural Rights,” which have formalized the aforementioned declaration into treaties.

(Note 2) “ILO Declaration on Fundamental Principles and Rights at Work” stipulates the following minimum standards in relation to labor: “freedom of association and the effective recognition of the right to collective bargaining,” “the elimination of forced or compulsory labor,” “the effective abolition of child labour,” “the elimination of discrimination in respect of employment and occupation,” and “safe and healthy workplace environments.”