

4. Respect for Human Rights and Compliance with International Norms

The Hitachi Metals Group stipulates respect for human rights in both the Hitachi Metals Group Codes of Conduct and the supplementary Hitachi Metals Group Human Rights Policy. Our basic stance is to respect and work to refrain from infringing on the rights of all persons involved in our business operations. In December 2013, the Hitachi Metals Group formulated the Hitachi Metals Group Human Rights Policy. This Policy recognizes the human rights stated in the International Bill of Human Rights and the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work as the minimum levels of these rights. Our policy clearly states that the Hitachi Metals Group pursues measures to observe the international principles of human rights. Specifically, we will implement human rights due diligence and appropriate education based on the UN Guiding Principles on Business and Human Rights, while strictly observing the laws of the regions and countries in which we do business. We put the Hitachi Metals Group Human Rights Policy into practice, and are continuously working on initiatives such as raising the awareness of our officers and employees, and establishing hotlines to promote the creation of a corporate culture in which human rights abuses do not occur.

We regularly utilize e-learning to conduct human rights education and training at each employee level, in order to systematically raise awareness of human rights (with a total of 6,623 employees, on a consolidated basis, receiving human rights-related training in fiscal 2020). In addition, we have established various harassment hotlines, in order to incorporate the Hitachi Metals Group Human Rights Policy into all of our activities.

As our business activities expand rapidly on a global basis, we will continue to enhance human rights awareness and support measures to prevent the occurrence of human rights abuses based on differences in religion or nationality, the presence or absence of disabilities, gender, or other factors.