

Annex to Isuzu Group's Human Rights Policy

Priority human rights issues

1. Prohibition of discrimination

We respect diversity and do not tolerate any form of discrimination on any grounds; including nationality, race, ethnic origin, age, gender, religion, disability, sexual orientation, or gender identify.

2. Prohibition of inhumane treatment

We do not tolerate any form of inhumane treatment, such as harassment concerning pregnancy, childbirth, or childcare leave, sexual harassment, or abuse of authority.

3. Prohibition of child labor

We do not tolerate labor by children younger than the minimum legal working age specified by local laws and regulations. In addition, we prohibit assigning hazardous or harmful work to young workers.

4. Prohibition of forced labor

We do not tolerate forced labor and ensure that all labor shall be voluntary, and workers shall be free to leave work at any time.

5. Dialogue and discussion with employees

We respect the right to freedom of association and collective bargaining and shall engage in sincere discussion and dialogue with employees or their representatives in accordance with local laws and regulations. Further, we shall not tolerate any form of threat or retaliation against union representatives or members who exercise these rights.