

Suzuki Group's Basic Policy regarding Human Rights

(Basic policy)

Suzuki Motor Corporation (hereinafter, Suzuki) has been placing the motto “Develop products of superior value by focusing on the customer,” as the first paragraph of its Mission Statement, and strives to make truly valuable products to satisfy customers (established in 1962).

In keeping with the spirit of the Mission Statement, Suzuki has formulated the Suzuki Group Code of Conduct (hereinafter, the Code of Conduct) as a set of rules for enabling all officers and employees working in the Suzuki Group (Suzuki and its consolidated subsidiaries) to dedicate themselves to their duties healthily, efficiently and energetically (formulated in 2016). The Code of Conduct clearly establishes respect for human rights as an important guiding principle and states that the Suzuki Group will remain aware of international norms concerning human rights and respect fundamental human rights in accordance with the laws and regulations of each country or region.

The Suzuki Group has no intention of taking part in any action that would lead to infringement of human rights. We believe that respect for human rights is the foundation of all of our global corporate activities, and therefore we will thoroughly implement respect for human rights.

1. Governance

(1) Respect for laws, regulations, and international norms concerning human rights

The Suzuki Group will respect the human rights stipulated in international rules (freedom of association, approval of collective bargaining rights, prohibition of forced labor, prohibition of child labor, elimination of discrimination, etc.), such as The Universal Declaration of Human Rights (UDHR); International Covenant on Economic, Social and Cultural Rights (ICESCR); International Covenant on Civil and Political Rights (ICCPR); and The ILO Declaration on Fundamental Principles and Rights at Work (ILO Core Labor Standards). The Suzuki Group will work to implement respect for human rights, referring to guidelines such as the Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, and Japan's Guidelines on Respecting Human Rights in Responsible Supply Chains.

Furthermore, the Suzuki Group will comply with local laws and regulations regarding human rights in every country where it conducts business. If there are discrepancies between international norms on human rights and the laws and regulations of each country or region, the Suzuki Group will strive to respect the higher standard of human rights.

(2) Scope of application

This policy applies to all officers and employees (including dispatched employees). Companies in the Suzuki Group will strive to thoroughly inform their officers and employees about this policy to ensure their compliance

The Suzuki Group also expects all of its business partners involved in its operations, including suppliers and dealers, to understand this policy and make efforts to respect human rights. We will actively encourage such efforts and cooperate with our business partners to advance activities.

(3) Suzuki's management structure

At the Executive Committee, which is attended by Executive Directors and concerned divisional heads (Executive Officers and Divisional General Managers), issues, policies and measures concerning sustainability, including human rights, are discussed. Issues of particular importance are discussed by the Board of Directors. Along with the management, the Company as a whole aims to promote viable activities.

Respect for human rights was discussed as part of the process of defining the Company's materiality (key issues). It was defined as one of the "Issues for strengthening the business base," and confirmed by the Board of Directors in October 2021.

2. Response to human rights risks (human rights due diligence)

(1) Defining human rights risks

The Suzuki Group will define potential or actual human rights risks linked to its business and establish mechanisms to prevent or mitigate such risks. Notably, the Suzuki Group will conduct these activities based on the awareness that emerging countries where it actively conducts business have relatively high human rights risks, such as the risks of forced labor and child labor.

(2) Correction and remedy

If it is found that we have caused or are involved in any adverse human rights impacts, we will take appropriate steps to correct such situation.

As part of these efforts, the Suzuki Group will set up a consultation desk that can be used by the relevant affected persons.

(3) Education

We will provide appropriate human rights-related education and awareness-raising for all officers and employees working at the Suzuki Group to ensure that they understand and implement this policy.

(4) Dialogue and discussion

We will continuously conduct dialogue and discussion about impacts on human rights with relevant stakeholders both within and outside the Company.

In addition, we will consult with third-party organizations with expertise in human rights to ensure the effectiveness of our efforts.

(5) Disclosure of information

We will periodically disclose information regarding our human rights efforts and strive for transparency, while also fulfilling our accountability to stakeholders.

The Board of Directors approved this policy in December 2022. It will be amended as needed based on the circumstances.

December 2022
Representative Director and President
Toshihiro Suzuki

Annex (Priorities for human rights)

1. Prohibiting discrimination and harassment

We will not discriminate on the basis of gender, age, nationality, race, ethnicity, language, religion, creed, social origin, sexual orientation, gender identity, health status, disability, or any other attribute or condition unrelated to duties.

We will not engage in any kind of harassments, mental or physical, including abuse of authority, sexual harassment, and harassment related to pregnancy, childbirth and childcare leave, etc. We strive to create a workplace in which all employees can work with peace of mind.

2. Prohibition of forced labor

We will not tolerate any form of modern slavery including forced labor through violence, threats, debt, etc. or human trafficking. We recognize that migrant and foreign workers are vulnerable to exploitation and forced labor, and we will address these risks in cooperation with not only the Suzuki Group but also our business partners and other parties involved in our business, including suppliers. We will cooperate with third-party organizations to ascertain the actual situation and encourage the Suzuki Group, suppliers, dealers, etc. to ensure that migrant and foreign workers are employed under appropriate working conditions.

3. Prohibition of child labor

We will not employ persons below the minimum legal working age in our business activities or business relationships. We will not allow young workers to engage in hazardous work.

In addition, we recognize that there are concerns about child labor and other human rights violations in mineral mining, and we strive to identify human rights risks and take appropriate measures when risks are identified.

4. Dialogue and discussion with employees

We will respect employees' freedom of association and right to collective bargaining in accordance with international guidelines and the laws and regulations of each country and region and engage in honest dialogue and discussion with our employees. We will not threaten or retaliate in any way against any employee representative or group that exercises these rights.