

Human Rights Management

DRB Automotive Human Rights Management Declaration

DRB Automotive upholds a responsible attitude towards society based on our core values of honesty, diligence, and trust, and seeks to respect human rights and dignity as basic rights through practical actions.

We support the principles of the Universal Declaration of Human Rights and UN Guiding Principles on Business and Human Rights (UNGPR), and intend to internalize the Ten Principles of the UN Global Compact through the company's human rights management policy.

We apply the policy to all our affiliates and share it with business partners and customers. Human rights risks management processes will be established and monitored. Furthermore, severe human rights violations will be prioritized as critical material issues of management.

As a company that fulfills corporate social responsibilities and pursues the happiness of all members and stakeholders, we comply with the domestic and international laws in any circumstance, respects and protects human rights, and contributes to the development of the society.

CEO of DRB Automotive, Ken Taniyama

TANIYAMA KEN

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DRB Automotive Human Rights Policy

1. Respect for Human Rights

- DRB Automotive respects the human rights of all stakeholders including all members, business partners, and customers, and strives to prevent any acts that violate or abuse them.
- DRB Automotive prohibits verbal, physical, or visual behavior that is offensive to others, including sexual harassment.

2. Respect for Diversity and Anti-Discrimination

- DRB Automotive respects diversity and strictly prohibits all discrimination based on race, religion, disability, gender, academic background, age, physical characteristics, country of origin, and political opinion in relation to all business activities.
- DRB Automotive provides equal opportunities to all members in recruitment, promotion, training, and compensation, and strives to discourage gender-discriminatory customs and protects female employees' motherhood and work-family balance.

3. Prohibition of Forced Labor

- DRB Automotive does not force individuals to work outside of their free will through any kind of mental or physical restraint including slavery, human trafficking, and bonded labor. DRB Automotive does not require the transfer of an individual's identity card, passport and work permit as a precondition for employment.

4. Prohibition of Child Labor

- DRB Automotive complies with UNICEF's Child Rights and Management Principles (CRBP), labor principles recommended by the International Labor Organization (ILO), and the labor laws of the labor laws of each country where the company operates. We do not employ children or adolescents under the age of 15. In addition, when employing youth under the age of 18, DRB Automotive does not assign them work that is hazardous to health and safety, including night shifts and overtime.
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5. Freedom of Association

- DRB Automotive guarantees freedom of association and the right to collective bargaining in accordance with the laws and regulations of the countries where we operate. We do not treat an individual unfairly for reasons such as forming, joining, or engaging in trade unions, and aim for mutual prosperity based on trust between labor and management.

6. Safety and Health

- DRB Automotive guarantees and provides safety and a clean working environment to all members.

7. Wage

- DRB Automotive sets the wages at a level that exceeds the minimum wage prescribed by the laws and regulations of countries where we operate.

8. Work hours

- DRB Automotive complies with the laws and regulations of countries where we operate related to regular work hours and overtime hours and does not force members to work more than legal hours. We provide fair compensation commensurate with the provision of work.

9. Protection of Human Rights of Local Residents

- DRB Automotive manages our activities to ensure that the human rights of local residents as the environment, safety and health, and freedom of residence are not violated. We also collect opinions according to relevant laws and regulations and respect the autonomy and traditional values of the local community.

10. Protection of Human Rights of Customers

- DRB Automotive takes necessary precautions in accordance with the standards of the law in providing products and services to protect the life, health and safety of customers.

11. Environmental Rights

- DRB Automotive recognizes environment and energy as a major factor in management activities, and strives to realize a sustainable, low-carbon, and eco-friendly economy as a corporate citizen.
 - DRB Automotive strives to restore the natural ecosystem and preserves biodiversity by efficiently utilizing natural resources and by-products.
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