

The Kawasaki Group Policy on Human Rights

- Fundamental Concepts

The Kawasaki Group creates new value for formation of a richer and brighter future society in harmony with the global environment in order to realize our

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to realize the Group Mission, the Group recognizes it is vital that human rights of all stakeholders must be fully respected and that the Group employees must act based on high ethical standards, and the Group will work proactively on the important human rights issues outlined in the Kawasaki Group Human
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® Policies on Human Rights

(1) Compliance with laws and international standards

The Group complies with local laws and standards for human rights applicable to the countries and regions the Group conducts its business. In the event of any conflict between the law of a country or region and this Policy, the Group will consider the response to individual cases following this Policy as a guideline.

The Group also declares its support and respect for international standards for human rights including (but not limited to) the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights) that sets out the fundamental human rights of everyone, the , QWHUQDWLRQDO /DERXU 2UJDQL]DWLRQ V , /2¶V ´HFODUDWLRQ Principles and Rights at Work that sets out the fundamental rights at work, and the Children's Rights and Business Principles that stipulate the standards and behavior required to prevent and abolish child labor.

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its responsibility for respecting the human rights of stakeholders affected by WKH *URXS¶V EXVLQHVV DFWLYLWLHV DV D VLJQDWURU\ FRPSDQV Compact.

(2) Important human rights issues

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t Diversity and inclusion

The Group will conduct employment opportunities, treatment, training, evaluations, promotions, etc. of its employees fairly and impartially in accordance with the law, and will facilitate the creation of a workplace culture that respects the diversity of individuals, allowing human resources with a wide range of abilities, values, and ideas to demonstrate their full potential and play an active role in the Group's success regardless of gender, age, nationality, disability, etc.

t Approving freedom of association and the right to collective bargaining

The Group respects employees' freedom of association and freedom of collective bargaining, recognizes the freedom of legitimate union activities of unions and union members, and does not subject employees to disadvantage due to legitimate union activities. Employees and the Group will both engage in discussions on topics such as important working conditions and state of management in good faith.

t Ensuring a safe and healthy working environment

The Group will establish a workplace culture that prioritizes health and safety to realize a safe and comfortable work environment where its employees can work with good physical and mental health. As well as guaranteeing a

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