



# Toshiba Group Human Rights Policy

Toshiba Group positions “Committed to People, Committed to the Future” as the core message of the Essence of Toshiba. The Standards of Conduct of Toshiba Group elaborate further on the principles set out in the Essence of Toshiba, and stipulate respect for human rights as Article 1. We herein declare that we conduct all corporate activities with full consideration for human rights.

## **Positioning and Scope**

This policy complements the Standards of Conduct of Toshiba Group and the Toshiba Group Basic Policy on Sustainability, and its scope extends to everyone who works for Toshiba Group, including directors, officers and employees. We also request business partners, suppliers and all other related parties to conduct activities in a way that aligns with this policy.

## **Compliance with laws on human rights and international norms**

Toshiba Group is a signatory to the United Nations Global Compact, a supporter of the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the ILO Declaration on Fundamental Principles and Rights at Work, and promotes efforts to respect human rights based on the United Nations Guiding Principles on Business and Human Rights. Toshiba Group also complies with human rights laws in every country and region where it operates. Where such local laws and international human rights norms differ, we follow the higher standard; where they are in conflict, we adhere to the laws while we seek to respect the internationally recognized human rights.

## **Governance**

The executive who oversees sustainability is responsible for this policy, and for promoting respect for human rights in accordance with its scope and content. Measures that are necessary to promote human rights are subject to discussion by the Sustainability Strategy Committee, which comprises executives of Toshiba and key group companies, and which reports to the Board of Directors on approved measures and the status of efforts to promote human rights.

## **Core Concerns**

Toshiba Group undertook a human rights impact assessment, conducted with a third-party organization specializing in human rights, and recognizes the following as core concerns to prioritize.

- 1) Discrimination
- 2) Harassment
- 3) Health and safety
- 4) Forced labor
- 5) Child labor
- 6) Personal information/data and privacy
- 7) Corruption
- 8) Freedom of association and collective bargaining rights
- 9) Human rights issues related to technology and AI
- 10) Human rights issues related to the Environment and climate change



## **Implementation of Human Rights Due Diligence**

Toshiba Group meets its responsibility to respect human rights by identifying potentially negative impacts on human rights by the company and its business activities, direct and indirect, throughout its value chain. Further to this, Toshiba Group maintains a due diligence mechanism that integrates human rights into related divisions, conducts monitoring, and communicates with stakeholders, and continues to work to prevent, mitigate and redress negative impacts on human rights.

## **Remedies and Redress**

In the event that Toshiba Group's corporate activities clearly have a negative impact on human rights, we confirm the problem by referring to international standards, implement remedies and initiate appropriate measures to secure correction, and take steps to prevent any recurrence. In addition, we protect any whistleblower or consultant who provides such information from experiencing any adverse consequences.

## **Education**

Toshiba Group fosters a corporate culture that respects human rights, and provides education to ensure that directors, officers and employees understand this policy and put it into practice in their day-to-day business activities. We also ensure that the scope and content of this policy is communicated to our business partners, suppliers and all other related parties.

## **Stakeholder Engagement**

Toshiba Group is committed to responding to real and potential human rights risk, and actively engages in dialogues and discussions with concerned stakeholders, such as NGOs and industry groups.

## **Information Disclosure**

Toshiba Group reports on matters related to human rights through regular disclosures in various media, including websites, and the annual Sustainability Report and Integrated Report.

## **Policy revision**

Toshiba Group regularly reviews and improves this policy.

Date of establishment: March 30, 2022

This policy was established based on Toshiba Group Sustainability Policy resolved by the Board of Directors, and was discussed and approved by the Sustainability Strategy Committee, chaired by the President and CEO.