

# Human Rights Policy of the Makita Group

## 1. Basic Approach to Respect for Human Rights

Our Group respects the fundamental human rights of all people in all aspects of our corporate activities. We deeply understand that we have a responsibility to ensure that our activities do not directly cause or contribute to negative human rights impacts and will implement all necessary actions to achieve this. If our business partners cause negative human rights impacts, we will work with them to rectify the situation.

## 2. Scope of Application and Our Expectations Toward Customers and Business Partners

This policy applies to all officers and employees of our Group, including directors, employees, seconded and temporary staff. We also expect and seek the understanding and cooperation of this policy from our business partners, including customers and suppliers in order to realize a management approach that respects the human rights of all people.

## 3. Compliance with International Human Rights Norms and Laws

As a global supplier of a comprehensive range of tools for creating comfortable homes and living environments, our Group is committed to respecting human rights in accordance with international human rights standards. Specifically, our Group supports and complies with international human rights standards, such as the International Bill of Human Rights including the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

## 4. Addressing Human Rights Issues

- (1) Our Group prohibits any form of discrimination based on race, color, gender, age, nationality, origin, family origin, sexual orientation, gender identity, marital status, religion, political beliefs, disability, health status, etc. or any other conduct that offends personal dignity (harassment of any kind, including sexual harassment and power harassment as well as invasion of privacy) and will not tolerate such behavior. Our Group respects the diversity of each individual employee and officer so that diverse human resources can flourish and perform to the best of their abilities.
- (2) Our Group does not tolerate and will ensure the elimination of all forms of child labor, forced labor and human trafficking. In the selection of our suppliers, we ensure the elimination of forced labor and child labor. To this end, our Group has established a Basic Policy on Procurement which states that we will fulfill our social responsibilities, including compliance with laws, regulations and social norms, and respect for human rights (including the elimination of forced labor, child labor and human trafficking) throughout our supply chain. Part of this policy is available on our corporate website. In addition, our Group's trade agreements with our suppliers stipulate that each supplier ensures adequate working conditions for all employees and that forced labor, child labor and human trafficking do not take place anywhere in the supply chain.
- (3) Our Group takes into consideration the occupational health and safety of all our officers and employees and business partners to prevent occupational accidents. Our Group respects freedom of association and the right to collective bargaining and endeavors to maintain appropriate working conditions,

including the prevention of long working hours and low pay, through appropriate consultation and dialogue with labor unions.

(4) Our Group has established an Information Security Policy and a Policy on Protection of Personal Information and is committed to giving due consideration to and protecting the privacy of customers who use our products.

We have also established a Fundamental Policy Regarding Product Safety, and are committed to preventing hazards to human life and ensuring that customers can use our products with peace of mind.

(5) Our Group is fully aware of the impact of corruption and bribery issues on respect for human rights and eliminates any involvement in corruption by our Group. In addition, our Group's trade agreements with our suppliers stipulate that suppliers are prohibited from bribing public officials and others and to take reasonable measures to prevent their own suppliers from bribing and offering illicit benefits.

## **5. Human Rights Due Diligence**

As a means of preventing negative human rights impacts, our Group will establish and implement a human rights due diligence mechanism to identify and assess human rights risks that our Group may be involved in, and to prevent, mitigate and address these risks. We will also continuously review and improve these mechanisms in order to respond to changes in the human rights environment.

## **6. Rectification**

In the event we identify negative human rights impacts caused or contributed to by our Group, we will promptly take the necessary steps to rectify and correct them by the appropriate means. In addition, in the event we identify or suspect negative human rights impacts caused by our business partners, including suppliers, we will appropriately approach the relevant business partner and request remediation.

Our Group has established and made known to all employees and officers a consultation desk accessible to parties affected by negative human rights impacts and will strive to detect and respond to human rights issues as early as possible. The privacy of whistleblowers will be taken into consideration, and whistleblowers will not be treated unfavorably.

## **7. Disclosure**

Our efforts to protect human rights are appropriately disclosed on our corporate website.