

Mabuchi Motor Human Rights Policy

1. Fundamental Idea

Mabuchi Motor has set forth in its Management Marker, "Through our corporate activities we protect our planet's ecosystem and the health of its inhabitants," and in our mission, "Be fair and just to others, and support and cooperate with fellow employees." We respect the basic rights of employees, including overseas bases, and is actively working to create a workplace where every employee can play an active role with health and peace of mind.

We have established this policy in support of human rights principles and international norms, including the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, the OECD Multinational Guidelines, and the 10 Principles of the United Nations Global Compact, as guidelines for further promoting and fulfilling the Group's commitment to respect human rights.

This Policy has been formulated and disclosed with the approval of the Board of Directors.

2. Scope of Application

This Policy applies to all directors and employees of Mabuchi Motor Group. We also expect and encourage our business partners and suppliers to support and comply with this Policy, and will work together to promote our efforts to respect for human rights.

3. Commitment to Respect for Human Rights

Mabuchi Motor respects the fundamental human rights of those affected by its business activities and takes appropriate measures to correct any negative impact on human rights that may arise from its business activities.

Mabuchi Motor shall comply with the laws and regulations not only in Japan but also in each country or region where it operates, and shall respect and actively promote international human rights standards to the maximum extent possible.

4. Important Human Rights Issues

Mabuchi Motor considers the following human rights issues to be of particular importance and will work on address them.

- Prohibition of forced labor and child labor:
We will not tolerate all forced labor or child labor, including slavery and human trafficking.
- Prohibition of discrimination and inhumane treatment:

We will respect the fundamental human rights of individuals and their diverse values, individuality, and privacy, and will not tolerate discriminatory language or conduct regarding race, religion, gender, nationality, disability, or age, or acts of violence, sexual harassment, bullying, or other forms of disrespect for individuality.

We will ensure an environment where employees or their representatives can exchange opinions with management regarding working conditions and management without fear of discrimination, retaliation, intimidation, or harassment.

- Ensuring proper working conditions:

We comply with the legal working hours of the countries in which we operate and properly manage employee working hours and holidays, taking into account international standards. We comply with all laws and regulations related to employee compensation, including minimum wages, overtime pay, and legally mandated benefits and wage deductions.

- Respect for freedom of association and the right to collective bargaining:

We respect the right to associate freely and the right to collective bargaining, in accordance with the laws and labor practices of each country.

5. Human Rights Due Diligence

Mabuchi Motor shall establish and continuously implement a human rights due diligence mechanism to fulfill its responsibility to respect human rights in accordance with the "United Nations Guiding Principles on Business and Human Rights."

6. Correction and Remediation

Mabuchi Motor will address through appropriate procedures when it becomes clear that our business activities have a negative impact on human rights. In addition, we have established a "Code of Ethics Hotline" for reporting and consultation on compliance issues, including human rights. The Code of Ethics Hotline is anonymous and confidential, and covers not only our employees but also some of our business partners.

7. Education

Mabuchi Motor will engage in necessary education and training to ensure that this policy is embedded within all directors and employees.

8. Information Disclosure

Mabuchi Motor will disclose the progress and results of its efforts to respect human rights based on this policy on its website and in reports.

9. Dialogue and Consultation

Mabuchi Motor will, in good faith, engage in meaningful discussions with those affected by our business activities through our efforts to implement this policy.

Mabuchi Motor Co., Ltd.

Representative Director and President

Tohru TAKAHASHI