

Human Rights

Basic Approach

The IHI Group formulated the IHI Group Human Rights Policy in December 2020 based on its management philosophy and its approach to human rights outlined in the Basic Code of Conduct for the IHI Group under the approval of the Board of Directors.

In IHI Group ESG Management, the Group has identified respecting human rights as one of its most material issues. Through human rights awareness activities based on international standards, the Group will fulfill its responsibility to respect human rights of all by fostering a respectful corporate culture and promoting human rights throughout its business activities.

History in Human Rights Initiatives

- FY2015 • “Basic Code of Conduct for the IHI Group” formulated
- “IHI Group Procurement Policy” formulated
- FY2017 • Reorganized from the Company-wide Dowa Promotion Committee to the IHI Group Human Rights Enlightenment Promotion Committee
- FY2020 • “IHI Group Human Rights Policy” formulated
- “IHI Group Procurement Policy” revised
- FY2021 • Human rights risk assessments started
- FY2022 • Human rights impact assessments started
- “IHI Group Code of Conduct for Business Partners” formulated and disseminated
- FY2023 • “IHI Group Co., Ltd. Human Rights Policy Implementation Guidelines” formulated
- FY2024 • Operation of Grievance Mechanisms started

Human rights awareness promotion structure

The IHI Group established the Human Rights Committee as a Group-wide committee responsible for the “S” (Social) part of the ESG Management Promotion Committee. With the goal of fostering a corporate culture that respects human rights and promotes human rights initiatives, the Group plans and deliberates on the details of important policies and activities related to the promotion of DE&I focusing on “respect for human rights” and the “active participation of diverse human resources”. Important matters such as activity policies, priority measures, and performance evaluations are discussed within the ESG Management Promotion Committee and then reported to the Board of Directors as deemed appropriate. The Group established a Task Team under the IHI Group Human Rights Committee as the body to promote human rights initiatives with regard to respect for human rights, in cooperation with related divisions and staff in charge of human rights at Group companies.

Human Rights Awareness Promotion Framework



*Comprised of members from the Human Resources Div., Procurement Strategy Planning Div., Corporate Communication Div., Project Risk Management Div., Corporate Planning Div., Legal Div., and Marketing & Sales Headquarters

Human Rights Due Diligence

In order to fulfill the responsibility when it comes to respecting the human rights of those affected by its business activities, the Group promotes the process of human rights due diligence and taking measures to respect human dignity in line with the United Nations’ Guiding Principles on Business and Human Rights.

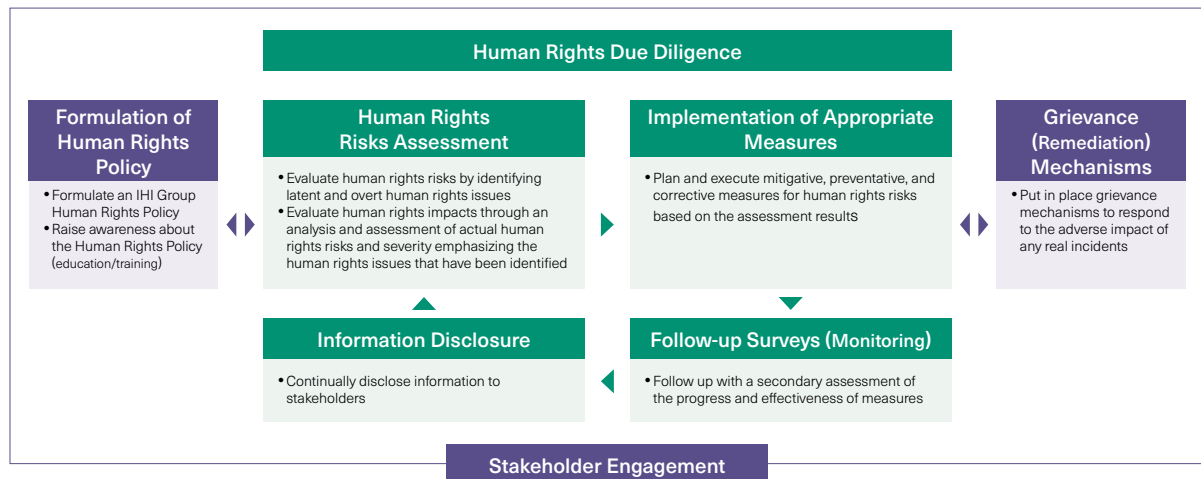
• Human Rights Risk Assessments

In fiscal 2021, the IHI Group underwent a human rights risk assessment to identify potential and obvious human rights issues among IHI Group companies within Japan and overseas, with advice from outside experts. Based on analysis and the results of this evaluation, important human rights issues in the manufacturing industry,

Material Human Rights Issues

Prohibition of forced labor	All labor that is forced under threat of punishment or for which the individual has not offered herself or himself voluntarily is prohibited.
Prohibition of child labor	Work by and employment of workers under the minimum age of statutory employment in the country or region in which the business operates is prohibited, and this labor is not used.
Guarantee of equal opportunity	Diversity and individuality are respected, and fairness and equal opportunity in job openings and employment, including in recruiting, promotions, remuneration, and training, is ensured.
No Tolerance for Discrimination and Harassment	Unjust discrimination and harassment based on race, skin color, sex, religion, birthplace, beliefs, age, disability, sexual orientation, and sexual identity, and other attributes are not permitted.
Guarantee of safe workplaces ensuring the health of working people	The IHI Group strives to create and maintain safe and healthful workplaces so that people working in each workplace are able to demonstrate their abilities to the fullest extent.
Respect of the basic rights of working people	The IHI Group respects basic labor rights, including freedom of association and workers’ right to organize and engage in collective bargaining. Payment of wages and management of labor hours are conducted appropriately.

Overall Human Rights Due Diligence



internal monitoring, and international social trends, the Group was able to identify key human rights issues. Thus, the Group has chosen its employees and business partners as its highest priority rights holders.

• Human Rights Impact Assessments

The IHI Group began carrying out human rights impact assessments at Group sites worldwide over three years between fiscal 2022 and 2024 to understand the actual state of material human rights issues. When conducting human rights risk assessments, the Group prioritizes overseas affiliated companies thought to be relatively high

risk, targeting 59 companies in fiscal 2022 and 37 in fiscal 2023. Additionally, since awareness was lacking among IHI Group companies regarding the Group's material human rights issues, in fiscal 2023 the IHI Group Co., Ltd. Human Rights Policy Implementation Guidelines was developed and distributed in three languages: Japanese, English, and Chinese, and spread within the Group.

Grievance (Remediation) Mechanism Maintenance

In April 2024, the IHI Group established a grievance mechanism on its corporate website for reporting human rights violations that can be utilized by all stakeholders in the Group's value chain. Cases reported through this point of contact will be handled fairly and appropriately through the Engagement and Remedy Platform provided by the Japan Center for Engagement and Remedy on Business and Human Rights (JaCER), of which the IHI Group is a regular member.

Human Rights Awareness Activities

The IHI Group strives to raise awareness to foster a corporate culture that respects human rights.

Results for FY2023

Classification	Target	Details
Education and Training	Executive	How companies are connected to stakeholders
	All employees	Human rights, Harassment Prevention (e-learning)
	New graduate recruitments, mid-career hires	IHI Group Human Rights Policy (e-learning)
	New managers	Examples of harassment that can occur during teambuilding and countermeasures toward them
	Personnel*	Business and human rights
DE&I Promotion month (December)		Delivering a message from the President (human rights and gender equality)

*management level, personnel in charge of risk management and compliance, or personnel involved in order acceptance and project reviews

Human Rights Impact Assessment FY2022-FY2023 Survey Results, Issues Identified, and Countermeasure Status

Item	Issues	Countermeasure Status
Total Trends	• Grievance mechanism maintenance shortfalls	• Establishment of our reporting desk was completed in April 2024 and began operation
	• Shortfalls in dialogue with stakeholders	• In parallel with dialogue held at our corporate divisions, each company is made aware of the importance of labor management dialogue, etc
	• Delays in diversity, equity, and inclusion (DE&I) efforts to ensure equal opportunities and treatment for employees	• We are implementing initiatives to help foster an organizational culture emphasizing diversity
Red Flags*	Child labor	• We have established internal regulations and rules that comply with the minimum working age in each country
	• Internal regulations regarding minimum working age	• We are working to formulate policies that ensure equal employment opportunities and treatment
	• Age verification using verifiable means	• We are establishing our occupational health and safety policy and communicating it to all employees
	Discrimination and harassment	
	• Providing equal employment opportunities and promotions and making a statement of no discrimination during recruitment	
	Guarantee of safe workplaces ensuring the health of working people	
	• Clarification of the health and safety system and system roles	
	• Communication regarding our Occupational Health and Safety Policy to all employees	

*Five established core labor standards (prohibition of forced labor, prohibition of child labor, eliminating discrimination, recognition of freedom of association and the right to collective bargaining, and a safe and healthy workplace environment) set by the International Labor Organization (ILO) of particular importance in relation to IHI Group's material human rights issues