

SA-A-03 Human Rights Policy

Hitachi Energy (Company) is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labor Standards.

Hitachi Energy seeks to identify, assess and manage human rights impacts within our value chain in line with the following policy aims:

1. Employees

To respect the human rights of our employees, including non-discrimination, prohibition of child labor, forced labor and modern slavery, freedom of association and the right to engage in collective bargaining.

2. Suppliers and Contractors

To evaluate and select major suppliers and contractors, taking into consideration Hitachi Energy's Human Rights and Social Policies, and to monitor their performance where appropriate.

To advance the application of the ILO Declaration on Fundamental Principles and Rights at Work through engagement and collaboration where necessary.

To ensure as far as feasible there is no child, forced, trafficked or slave labor in the value chain of the Company.

3. Local Communities

To respect the cultures, customs, and values of the people in communities in which we operate. To contribute, within the scope of our capabilities, to promote the fulfillment of human rights through improving economic, environmental and social conditions and serve as a positive influence in communities in which we operate.

To have open dialogue with stakeholders and participate in community engagement activities. To ensure the provision of security is consistent with international standards of best practice and the laws of the countries in which we operate, using security services only where necessary and requiring the use of force only when necessary and proportionate to the threat.

4. Society

To participate where appropriate in public affairs in a non-partisan and responsible way to promote internationally recognized human rights. To play a positive role, within our spheres of influence, in capacity-building for the realization of human rights within countries of operation.

To promote the realization of environmental sustainability and development through our core business and through our participation in other multi stakeholder activities where appropriate. To uphold the highest standards in business ethics and integrity and where appropriate to support efforts of national and international authorities to establish and enforce such standards for all businesses.

Hitachi Energy Human Rights Statement

Hitachi Energy is committed to developing an organizational culture which implements a policy of support for the internationally recognized human rights contained within the Universal Declaration of Human Rights and seeks to avoid complicity in human rights abuses.

Our commitment to the realization of human rights is set out in the Hitachi Energy's Human Rights Policy and Social Policy. Key human rights issues are embedded in internal risk assessment processes and guidelines, as well as being addressed explicitly in documents such as the Supplier Code of Conduct.

Hitachi Energy seeks to improve its human rights performance by referencing and implementing key international principles such as the United Nations Guiding Principles on Business and Human Rights, as well as relevant international conventions and standards such as those of the International Labor Organization.

Hitachi Energy continues to be involved in multilateral efforts to support human rights through organizations such as the Global Business Initiative on Human Rights, as well as taking part in a wide range of other activities designed to promote the Company responsibility to respect human rights