

# Respect for Human Rights

It is very important that people respect each other's human rights. Based on a firm belief that all human rights are sacrosanct, we at Mazda are proactively and sincerely committed to human rights protection activities.

## Basic Approach to Human Rights

### Our Human Rights Declaration (November 2000)

Mazda should strive to become the leading company in Japan for respecting human rights and for the ethical treatment of its employees.

### Respect for Human Rights as the Basis of Our Corporate Activities

To harness the capabilities of our employees and bring fully to bear our great strength as an organization, it is important to create friendly, productive workplaces where employees respect their colleagues' human rights. In other words, we believe that respect for human rights is the basis for our corporate activities.

Based on this conviction, Mazda has established rules and guidelines relating to its human rights declaration and stance and is committed to human rights protection activities groupwide, while guiding and supporting Group companies as One Mazda.

### Eliminating Human Rights Violations Rules (October 2000)

- All employees are forbidden from all violations of human rights when conducting corporate activities, whether at the workplace or elsewhere, including rights related to race, nationality, creed, gender, social standing, origin, age, physical disability or sexual preference; from sexual harassment; and from other inappropriate actions.
- Furthermore, employees are obligated to report any legal violations, maintain strict confidentiality and are immune from reprisal.

### Guidelines for Eliminating Sexual Harassment

- Sexual harassment is never tolerated.
- Employees who breach the guidelines will be subject to disciplinary action in accordance with the Company's rules, those who report violations are immune from reprisal.

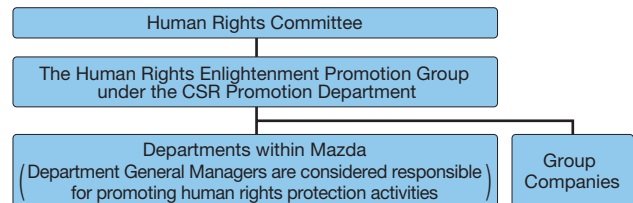
## Respecting Human Rights: Organizations

### Establishment of the Human Rights Committee and Human Rights Enlightening Promotion Group

Functioning as a review board for human rights protection activities, the Human Rights Committee, established in October 2000, decides policies and measures for the Group.

We have also established a Human Rights Enlightening Promotion Group to coordinate our human rights enlightenment activities. Under this group, we have set up a 24-hour Human Rights Counseling and Investigation Desk and Female Employee Counseling Desk, which promptly respond to and resolve human rights issues occurring within and outside the Company.

### System for Promoting Respect for Human Rights



## Human Rights Protection Activities

### Human Rights Training

Mazda holds human rights training programs for all new recruits and for new leaders and employees being promoted in rank or general positions. Our event-based training includes human rights lectures and concerts and film screenings to promote human rights.

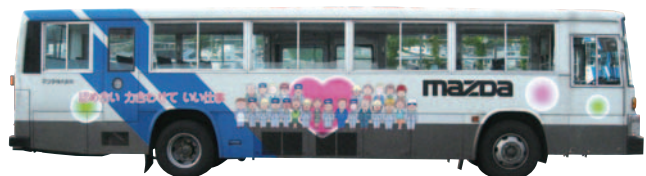
In FY2006, approximately 800 senior managers attended a human rights lecture given by Keiko Ochiai. Approximately 250 people attended a song recital and talk given by Junko Noda. With film screenings also arranged, Mazda makes every effort to raise awareness of employees of human rights issues at every possible opportunity.



Concert to promote human rights

### Human Rights Enlightening Activities

Mazda undertakes a wide range of measures to raise awareness of human rights issues within the Company. Recent initiatives have included inviting employees to create a good human rights motto; a display of human rights posters; a human rights panel display; human rights focused meetings; distribution of human rights explanatory cards; broadcast of the president's message on human rights; lectures via e-learning and Human Rights Ad-wrapped bus.



A Mazda bus displaying human rights promotional slogans

### Partnerships with Government and Other External Groups

Mindful of its role as a corporate citizen within society, Mazda also pursues human rights protection activities through partnerships with local government and other outside bodies.

In local communities, we demonstrate our commitment to respecting human rights by organizing festivals, participating in human rights symposiums and dispatching speakers to lecture and training events.