

Mazda Human Rights Policy

Mazda believes that respect for human rights is fundamental to its corporate activities and has maintained a stance and commitment not to tolerate any violation of human rights in its corporate activities both within and outside the company. This includes discrimination, prejudice or harassment based on race, nationality, ethnicity, creed, gender, socioeconomic status, family origin, age, mental or physical abilities, sexual orientation, gender identity or other personal attribute. Mazda has formulated this human rights policy based on this principle, and the entire Mazda Group will work together to promote initiatives for respecting human rights as well as improving respect for human rights. This Mazda Human Rights Policy is positioned as the overarching policy regarding human rights in Mazda's business activities and applies to all people working at Mazda.

To ensure the sustainability of its business and society, Mazda is committed to enriching life-in-motion for those we serve and delivering exhilarating experiences to customers by making products, creating connections, and developing human resources that put people first.

1. Commitment to Respect for Human Rights

Mazda regards respect for human rights as a core value of our corporate activities, and makes continuous efforts to uphold and enhance respect for human rights. Mazda respects human rights as set out in the United Nations Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work (ILO core labor standards), and International Conventions on Human Rights, and this Mazda Human Rights Policy defines Mazda's responsibility in respecting human rights. Under the United Nations Guiding Principles on Business and Human Rights, Mazda promotes efforts to implement and practice the basic principles of human rights throughout its group companies.

2. Scope of Responsibility and Governance

This policy applies to all officers and employees of the Mazda Group (Mazda Motor Corporation and its consolidated subsidiaries). Mazda also expects all of its business partners to understand and uphold the principle of respect for human rights and takes active steps to ensure the protection of human rights in their activities. Mazda has established a framework for formulating and implementing this policy under the leadership of the representative director and president, and continuously promotes activities for respecting human rights.

3. Human Rights Due Diligence

Mazda believes that respect for human rights is a core value of our corporate activities, and to fulfill our responsibility to safeguard human rights, Mazda has established and operates a human rights due diligence* system.

*Human rights due diligence: continuous implementation of a cycle of procedures to identify, prevent and reduce adverse impacts on human rights in a company's business activities.

4. Remediation

Mazda will immediately implement appropriate and effective corrective and relief measures if it is found to have caused or contributed to any adverse impact on human rights. Mazda will also establish a relief process for this purpose.

5. Dialogue and consultation with stakeholders

In promoting activities for respecting human rights, Mazda engages in dialogue and consults with internal and external stakeholders including third-party expert organizations.

6. Information Disclosure

Through its official website and other channels, Mazda appropriately discloses information concerning its initiatives for respecting and promoting human rights.

7. Education

Mazda conducts appropriate education and awareness-raising activities for its officers, employees and stakeholders to ensure they understand and practice this policy both inside and outside the Mazda Group.

This policy was approved by the Board of Directors of Mazda Motor Corporation on July 28, 2023. It will be updated as necessary in light of the demands of society, including laws and regulations.

August 10, 2023



Masahiro Moro
Representative Director, President & CEO
Mazda Motor Corporation

Mazda Human Rights Policy Annex

Human Rights in Business Activities of the Mazda Group

Mazda regards respect for human rights as a core value of our corporate activities and takes active steps to ensure that human rights are safeguarded at all times.

Our human rights policy sets out the fundamental principles embedded in our business operations and is reviewed from time to time in light of changes in society, laws and regulations, and activities of the Mazda Group.

○ Prohibition of harassment and discrimination

Mazda does not tolerate any form of discrimination based on race, ethnicity, place of birth, religion, creed, gender, gender identity, sexual orientation, disability, age or any other reason. Furthermore, Mazda does not tolerate any form of harassment.

○ Prohibition of child labor and forced labor

Mazda does not tolerate any form of child labor or forced labor.

○ Establishment of a safe and healthy working environment

Mazda makes every effort to ensure the health and safety of employees in performing their work and takes every reasonable precaution to prevent accidents and disasters.

○ Dialogue and consultation with employees

Mazda engages in dialogue and consults with employees and employee representatives.

August 10, 2023