

# HINOPAK SUSTAINIBILITY POLICY

Hinopak Motors Limited along with HINO Group is determined to contribute to the realization of a sustainable society through solving issues and challenges in relation with flows of people and goods.

To achieve the above, we, all employees of Hinopak Motors Limited, will act with integrity in accordance with the spirit of this Sustainability Policy ("Policy").

## **Basis for Corporate Activities**

### **1. Compliance**

We comply with laws and regulations, as well as their spirit, social norms and company rules, and carry out our corporate activities in a fair manner.

### **2. Safety and Quality of our Products and Services**

We pass on our technology and skills, and keep creation, innovation and kaizen for providing products and services which are safe, high-quality, and useful for the business of our customers.

### **3. Environmental Management**

In order to contribute to the realization of a sustainable world that is prosperous and pleasant to live in, we proactively work to minimize environmental impacts resulting from our operations, as well as to develop and provide our customers with environmentally friendly products and services.

### **4. Respect for Human Rights**

We understand internationally recognized human rights, and respect and protect the human rights of all those involved in our corporate activities. We do not tolerate discrimination on the basis of race, religion, ideology, gender, age, nationality, disability or any other grounds, nor any behavior contrary to respect for human rights, including child labor, forced labor and harassment.

### **5. Fair Transactions and Responsible purchasing activities**

- We aim to build relationships of trust with our business partners for mutual development through fair transactions.
- We conduct responsible purchasing activities and also promote that the suppliers in our supply chain also share the values set forth in this Policy, including but not limited to the commitment to compliance, safety and quality, minimizing environmental impact, and respect for human rights.

### **6. Disclosure and Dialogue with Stakeholders**

- Based on the recognition that the trust from society is essential for our corporate activities, we disclose corporate information appropriately and foster mutual understanding and trust through honest communication with our stakeholders.
- We maintain honest and fair relationships with government agencies and public authorities.

## **Working Environment and Corporate Culture**

### **7. Working Environment and Corporate Culture to Respect Employees**

- We are committed to the psychological and physical safety and health of employees and build a safe and secure working environment.
- We respect diversity and create a workplace where every employee can flourish and grow.

## **Providing Values for a Sustainable Society**

### **8. Contribution for a sustainable society through our business**

We actively engage in solving issues and challenges of our customers or society through our business activities supporting flows of people and goods.

### **9. Engagement in community and contribution to its development**

- We respect the culture and customs of each province and region in which we do business.
- We collaborate with stakeholders to improve local communities as well as to build a sustainable society that is welcoming everyone to live in.

### **10. Relationships of trust with customers**

We earn the trust of our customers as a true business partner by humbly listening to our customers, considering issues and challenges from their point of view, and working together to solve them.

## **Crisis Management and Role of Senior Management**

### **11. Thorough crisis management**

We identify key risks that pose a threat to civil society and corporate activities, and ensure crisis management to minimize damage and prepare for business continuity in the event of an emergency.

### **12. Role and attitude of senior management**

- The senior management takes the initiative in realizing the values of this Policy and ensures that this Policy is comprehended throughout the company. It also establishes and operates an effective governance system to ensure the soundness, efficiency, and transparency of corporate management.
- In the event that violation of the spirit of this Policy occurs, the senior management proactively take responsibility to respond to the situation, including resolving the problem, investigating the causes, and preventing the problem from recurring.