

## Human rights

### Due diligence regarding human rights

While consulting with outside experts, we set critical risks for each fiscal year. For fiscal year 2022 and onward, we acknowledge the issue of Technical Intern Training for Foreign Nationals, a scheme used by the AISIN Group, as a risk area of the highest level. There is a concern that the scheme might lead to forced labor. As a result of a group-wide inspection on the reality of how we use the scheme (via supervising organizations) in Japan, we have found that as of the end of March 2022, 24 companies accepted 710 trainees, two-thirds of whom were from Vietnam. While taking account of this situation, we are promoting the following initiatives.

#### Periodical inspections to identify the acceptance of technical intern trainees

Our inspections on trainees' work and treatment, document management, protective measures, supervising organizations, etc. show that there have been no violations that might lead to breach of human rights. We give instructions regarding the necessary measures for pregnant and postpartum trainees.

#### Corrective action against recruitment fees

In cooperation with members of the Toyota Group, we are proceeding with corrective measures, starting with such measures for trainees from Vietnam.

#### Collaboration with external stakeholders

By participating in the Japan Platform for Migrant Workers towards Responsible and Inclusive Society, we ensure cooperation with various organizations.



In addition, we have conducted a migrant labor investigation among all our overseas group companies to identify the reality of their use of migrant labor and risks that might lead to forced labor (e.g. recruitment procedure and treatment upon trainees' return to their home countries). The investigation shows that there have been no violations of human rights of migrant workers.

#### Migrant workers at our overseas group companies (by region)

Region	Migrant workers
Americas	255
Europe	67
Asia	10
China	0

We clarify our commitment to human rights in accordance with the UK Modern Slavery Act.



FY2022 AISIN Group  
Statement on the UK Modern Slavery Act  
<https://www.aisin.com/en/sustainability/social/employee/respect/pdf/StatementonModernSlaveryAct.pdf>



To identify and address the main risks imposed on the entire Group, we will ensure from fiscal year 2023 that self-inspections are performed throughout the Group both domestically and internationally and at our main 110 suppliers.

### Sound relationships between management and workers and respect for the labor standards

To maintain sound relationships between management and workers, we emphasize the concepts of respect for human rights, mutual trust between management and workers, and acknowledgement of management and workers as the two wheels for moving the organization forward (i.e. mutual cooperation). We periodically organize meetings between management and workers to share the two parties' policies and problems toward establishing an environment where employees feel job satisfaction. For measures whose implementation will affect employees greatly, we inform employees of such measures well in advance.

#### Working hours

We comply with the Labor Standards Act. If it is necessary to have employees work over the statutory working hours, we complete the statutory procedure and ensure close communication with the workers' union while taking account of the employees' health and safety. To reduce the total working hours and enable employees to work flexibly, we are actively introducing IT tools and establishing a work-from-home framework. In addition, to maintain the ratio of annual paid leave taken at 100%, we are making various efforts, such as issuing the company's top message and reviewing the work styles of personnel posted overseas.