

Mitsubishi Logisnext Group Human Rights Policy

Mitsubishi Logisnext Group aims for sustainable growth by contributing to solve social issues through Mitsubishi Logisnext Group's business activities. Diversity is an important asset for Mitsubishi Logisnext Group, which is an organization formed by employees with diverse backgrounds, nationalities and cultures. It is necessary for each and every employee with various backgrounds to promote business under a common corporate culture. We recognize that the human rights of all those who are affected by Mitsubishi Logisnext Group's business activities must be respected.

In order to clarify Mitsubishi Logisnext Group's stance on human rights when conducting business activities in countries and regions around the world, we have established the Mitsubishi Logisnext Group Human Rights Policy (hereinafter the "Policy") based on the United Nations Guiding Principles on Business and Human Rights. This Policy pledges to respect human rights in Mitsubishi Logisnext Group in accordance with the MHI Group Global Code of Conduct. In line with this Policy, we will strive to fulfill our responsibilities in important areas related to human rights.

1. Comply with Laws and Regulations on Respecting Human Rights

Mitsubishi Logisnext Group supports and respects international norms on human rights and is committed to respecting human rights.

In countries and regions in which Mitsubishi Logisnext Group conduct business activities, Mitsubishi Logisnext Group will act in accordance with the MHI Group Global Code of Conduct and the provisions of this Policy. Mitsubishi Logisnext Group will also strive to respect international norms in accordance with the laws and regulations of those countries and regions. In case there are inconsistencies between recognized human rights and national laws, Mitsubishi Logisnext Group will seek ways to respect internationally recognized human rights principles.

2. Targets and Education

This Policy applies to all Mitsubishi Logisnext Group's executives and employees. Mitsubishi Logisnext Group will ensure executives, employees, business partners, and suppliers to provide appropriate education to firmly establish and implement the Policy throughout Mitsubishi Logisnext Group's business activities.

Mitsubishi Logisnext Group will also require business partners and suppliers to comply with this Policy and the MHI Group Supply Chain CSR Promotion Guidelines, and will work together to promote the efforts to respect human rights.

3. Responsibilities on Respecting Human Rights

Mitsubishi Logisnext Group understands that business activities may directly or indirectly have negative impact on human rights. Mitsubishi Logisnext Group will fulfill the responsibility on respecting human rights by not infringing human rights of people who are affected by the business activities, and by taking appropriate measures to correct any negative impacts on human rights.

Mitsubishi Logisnext Group will request business partners and suppliers to respect and not to abuse human rights in case business partners and suppliers are suspected of having negative impact on human rights in related to Mitsubishi Logisnext Groups business activities.

4. Human Rights Due Diligence

Establish a human rights due diligence system based on United Nations Guiding Principles on Business and Human Rights, and implement measures to ensure that Mitsubishi Logisnext Group will identify negative impact on human rights to the stakeholders and take measures to prevent and mitigate the negative impact.

If Mitsubishi Logisnext Group's business activities are found to have had a negative impact on human rights, or involvement of business partners, suppliers, and others is revealed or suspected, Mitsubishi Logisnext Group will work to correct through dialogue and take appropriate procedures based on international norms.

5. Dialogue and Consultation

In response to potential or actual negative impacts on human rights, Mitsubishi Logisnext Group will utilize independent and external human rights expertise and engage in dialogue and consultation with relevant stakeholders.

6. Information Disclosure

The progress and results of Mitsubishi Logisnext Group's efforts on respecting human rights are reported on the website.

Established: July 3, 2023
Mitsubishi Logisnext Corporation
Representative Director and President
Yuichi Mano