

# Direct applicability of the Hitachi Group Human Rights Policy in GlobalLogic

## Background

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Hitachi, Ltd. together with its group companies, subsidiaries, and affiliates (collectively "Hitachi Group") including all GlobalLogic group companies (collectively "GlobalLogic") maintains a culture of openness and is committed to the highest standards of sincerity, accountability, and ethical conduct.

Hitachi Group has introduced the Hitachi Group Human Rights Policy. The Hitachi Group Human Rights Policy stipulates basic rights at work, including freedom of association and the effective recognition of the right to collective bargaining, the elimination of all forms of forced or compulsory labor, the effective abolition of child labor, the elimination of discrimination in respect of employment and occupation, and safe and healthy environment.

GlobalLogic, as a Hitachi Group company, has entirely adopted the Hitachi Group Human Rights Policy without any adjustments and published on our website in 2024.

## Hitachi Group Human Rights Policy

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Hitachi Group Compliance Team defines the content of the Hitachi Group Human Rights Policy and reviews it from time to time. Hitachi Group provides GlobalLogic with training materials and documentation supporting promotion of the Hitachi Group Human Rights Policy.

GlobalLogic Compliance Team in close collaboration with the Hitachi Compliance Team disseminates the content of the Hitachi Group Human Rights Policy across GlobalLogic and promotes it among its employees.

## Change History

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Revision	Change Description	Valid Date	Approver
1.0	First release of this document	16.02.2024	Kamila Koszewicz VP Global Compliance & EMEA Legal

## **Hitachi Group Human Rights Policy**

The Hitachi Group supports the realization of human rights by contributing to society through the development of superior, original technology and products, and delivering innovations that answer society's challenges. As a prerequisite to this, Hitachi seeks to meet its responsibility to respect human rights.

### **The Responsibility to Respect Human Rights**

Hitachi strives to meet its responsibility to respect human rights by not infringing on human rights and addressing negative human rights impacts with which the company may be involved through its operations and business relationships. Hitachi understands human rights to be, at a minimum, those outlined in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. The responsibility to respect applies to all officers and employees of Hitachi, Ltd. and its consolidated subsidiaries.

Hitachi expects its business partners and other parties whose own impacts may be directly linked to Hitachi's operations, products or services to respect and not infringe upon human rights, and will respond appropriately where they are not respecting human rights.

### **Relationship to Hitachi's Values and Policies**

Hitachi is aware that as a business enterprise it is a member of society and can contribute to creating an environment in which human rights are respected. Meeting the responsibility to respect human rights is key to operating as a responsible business, and is accepted to be a baseline expectation for all companies. It is an expression of Hitachi Group's Mission and Vision. This policy supplements the Hitachi Group Codes of Conduct and CSR policy.

### **Implementing the Responsibility to Respect Human Rights**

Hitachi is committed to meeting the responsibility to respect human rights through implementing the UN Guiding Principles on Business and Human Rights.

Hitachi will develop and implement on going human rights due diligence. Due diligence processes will include identifying and assessing potential and actual human rights impacts, and taking appropriate action to prevent or mitigate risks. The processes will also entail tracking to ensure the effectiveness of Hitachi's actions to address impacts and risks. To account for how Hitachi responds to potential and actual human rights impacts, the group will also develop and implement processes to communicate its findings externally.

Where Hitachi identifies that it has caused or contributed to a negative human rights impact, the company will provide for or cooperate in legitimate processes to provide remediation.

Hitachi adheres to national law and regulation in each market in which it operates. Where Hitachi faces conflicts between internationally recognised human rights and national laws, the company will follow processes that seek ways to honour the principles of international human rights.

Hitachi will provide appropriate training and capacity building in order to embed this policy commitment throughout the company and to ensure that its consolidated subsidiaries understand and implement human rights due diligence effectively.

Hitachi is committed to engaging in dialogue with and consulting relevant external stakeholders about addressing potential and actual human rights impacts.