

DAIHATSU DIESEL MFG.CO.,LTD.
SLAVERY AND HUMAN TRAFFICKING STATEMENT 2019/20

This statement is made on behalf of Daihatsu Diesel Mfg. Co., Ltd. and its subsidiary Daihatsu Diesel (Europe) Limited (all reporting companies together hereafter “DDK”), which are subject to the obligation to prepare a modern slavery statement pursuant to section 54 of the Modern Slavery Act 2015 (MSA), and constitutes DDK's slavery and human trafficking statement for the financial year ending 31 March 2020. When addressing the business and operations of the whole DDK group of companies, the term DDK Group is used.

This statement provides an overview of the steps taken during the financial year ending 31 March 2020 to further embed human rights into our business.

DDK Group's structure, business and supply chains

DDK Group is an internal combustion engine manufacturer established in Japan over 110 years ago. DDK Group proposes optimal engine systems based on technologies cultivated over many years, supports people's lives, and contributes to the prosperity of society through environmentally friendly energy systems.

DDK's policies in relation to slavery and human trafficking

DDK is committed to ensuring there is no modern slavery or human trafficking in its supply chains or in any part of its business. DDK's basic stance on respecting and honouring human rights is clearly indicated in the Daihatsu Diesel Code of Ethic Conduct.

Daihatsu Diesel Code of Ethic Conduct

In their daily business, DDK Group companies follow the “Daihatsu Diesel Code of Ethic Conduct”, which includes the following stipulations under the article “Compliance with laws and ordinances, and respect for human rights”:

“We comply with domestic and international laws and regulations, and act as a good businesspeople grounded in social norms and good common sense. Actions that are socially unacceptable or cannot be explained to those outside the organization will not be performed even if they do not violate laws. We respect human rights and do not discriminate based on race, creed, gender, age, nationality, religion, etc. Further, we pay close attention to the handling of personal information. ”

Daihatsu Diesel Code of Ethics Action

DDK established its Code of Ethics Action to give guidance on proper behaviour expected of all its directors and employees. The DDK Code of Ethics Action sets out high-level principles and includes a section on Respect for Human Rights and Diversity of Cultures.

Corporate Philosophy

DDK Group's corporate philosophy is to strive unstintingly for the betterment of society and symbiosis with our neighbours, drawing on the bold spirit of creativity and yearning for technological achievement we nurture within ourselves.

Due Diligence Processes For Slavery And Human Trafficking

Compliance Committee

DDK has a Compliance Committee chaired by the president. It is established for the purpose of promoting compliance management, and promoting and strengthening compliance initiatives. Meetings are held as necessary.

Employee Consultation Hotline

DDK has a confidential Ethics & Compliance Hotline available to all DDK Group employees to report on human rights, discrimination, harassment, fraud, unethical or unlawful conduct, and improper employee conduct in business activities. This hotline allows the company to prevent or correct problems, and to quickly take appropriate remedial action.

Supplier Adherence to DDK's values

CSR Guidelines for Partners and Suppliers

As a global internal combustion engine manufacturer, DDK Group has substantial supply chains of its own as well as being a part of its customers' supply chains. It works with the support of a large number of stakeholders to provide safe and dependable business operation. It uses its manuals and guidelines based on the "Risk Management Rules" as a means of identifying and solving issues in the supply chain in areas such as legal compliance, fair trade, trustworthiness, safety and security, environment, human rights, labour, and anti-corruption.

Effectiveness in combating slavery and human trafficking

DDK's actions for the eradication of modern slavery and human trafficking continue during the financial year commencing 1st April 2020.

Training

To ensure DDK Group's directors and employees possess a high level of understanding of the risks of modern slavery and human trafficking in its supply chains and its business, DDK has introduced modules on human rights issues, discrimination, harassment, and global trends in human rights to a wide range of training programmes delivered to staff.

Further training on human rights related issues is taking place during the financial year commencing 1st April 2020.

For and on behalf of
DAIHATSU DIESEL MFG.CO.,LTD.

水科隆志

Takashi Mizushina
Managing Director, a member of the board
General Management Department
July 2020

For and on behalf of
Daihatsu Diesel (Europe) Limited



Katsunobu Ochiai
Managing Director
July 2020