

Human Rights Policy

Hitachi Capital Corporation (“the Company”) 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, the Company seeks to meet its responsibility to respect human rights.

The Responsibility to Respect Human Rights

The Company 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. The Company 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 the Company and its consolidated subsidiaries.

The Company expects its business partners and other parties whose own impacts may be directly linked to the Company’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 the Company’s Values and Policies

The Company 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 Capital’s Basic Management Policy. This policy supplements the Codes of Conduct.

Implementing the Responsibility to Respect Human Rights

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

The Company 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 the Company’s actions to address impacts and risks. To account for how the Company responds to potential and actual human rights impacts, the group will also develop and implement processes to communicate its findings externally.

Where the Company 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.

The Company adheres to national law and regulation in each market in which it operates. Where the Company 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.

The Company 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.

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

End

Enacted:	October	1. 2010
Revised	October	3. 2016