

HUMAN RIGHTS POLICY

Protection of human rights and support for internationally agreed human rights are imperatives for Mitsubishi Electric Australia's business activities. Accordingly, we recognize our duty to prevent any complicity with human rights violations.

As Mitsubishi Electric Australia continues to expand its business operation, in accordance with the spirit of the company's "Purpose" and "Our Values", it has established this Human Rights Policy to raise awareness of human rights to properly deal with related incidents for ensuring its business activities do not have a negative impact on human rights.

1. Mitsubishi Electric Australia recognizes that, as a minimum, it must respect international standards related to human rights, such as the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. On that basis, we shall respect human rights while making sure to adequately understand relevant laws and regulations in every country and region where we do business. If such laws and regulations do not conform to international standards related to human rights, we shall consult with local authorities on how to properly handle cases involving human rights to respect the international standards.
2. Based on the United Nations Guiding Principles on Business and Human Rights, Mitsubishi Electric Australia shall undertake human rights due diligence measures, such as specifying and assessing the impact of its business activities on human rights, and studying ways of proactively preventing or mitigating any negative impact of those activities. Furthermore, Mitsubishi Electric Australia shall put a framework in place for rectifying any cases in which its business activities are found to have negatively impacted human rights, or its members are found to have been clearly involved in violations of human rights.
3. In accordance with the Modern Slavery Act (2018) and through its membership of the United Nations Global Compact Network Australia, Mitsubishi Electric Australia identifies materiality (material issues), has set concrete tasks and goals for addressing this materiality, and works to achieve them. Through that process, Mitsubishi Electric Australia takes steps to assess the status of its initiatives related to respect for human rights, and properly reports on its findings.
4. Mitsubishi Electric Australia will work to ensure that its initiatives related to respect for human rights are implemented with the participation of all executives and employees. Furthermore, Mitsubishi Electric Australia will request cooperation from various stakeholders involved in its whole value chains such as business activities, products, and services, in order to help promote respect for human rights in society at large.
5. Mitsubishi Electric Australia shall implement training programs and awareness campaigns on a continuous basis for the purpose of ensuring that all executives, employees and relevant stakeholders of the company understand initiatives related to respect for human rights, and conduct themselves accordingly.

Approved by:

JEREMY NEEDHAM
Managing Director
Dated: 20/04/2023