

Yamaha Motor Group Human Rights Policy

With our corporate mission of “Being the Kando creating company to offer new excitement and a more fulfilling life for people all over the world”, we have raised “fulfilling social responsibilities globally” as one of our management principles.

To achieve these goals and our social responsibilities to our stakeholders, we place great value on communicating with all our stakeholders and strive to contribute to the sustainable development of society through our business activities based on our corporate philosophy.

Respect for human rights is one of the most vitally important issues to achieve these goals. Placing respect for human rights as the foundation of our business activities, we hereby establish the Yamaha Motor Group Human Rights Policy and will strive to fulfill our responsibilities as a globally operating company.

1. Commitment to respect for human rights

Acknowledging our corporate responsibilities to realize a society in which the dignity of all people is protected, the Yamaha Motor Group will strive to ensure respect the human rights of all stakeholders in the group’s supply chains (including the prohibition and prevention of all forms of discrimination, forced labor, child labor, inhumane treatment; as well as creating safe and healthy workplace environments).

2. Scope of application

This policy applies to all board members and employees of Yamaha Motor Co., Ltd., and its subsidiaries and will be reflected in the Yamaha Motor Group’s business activities. We will also require that all of our business partners, including suppliers and retailers, understand and support this policy.

3. Laws and regulations and international principles on human rights

The Yamaha Motor Group respects international principles on human rights* and has established this policy based on these principles.

The Yamaha Motor Group will comply with laws and regulations of the countries and regions where we operate our business. In cases where internationally recognized human rights standards, laws and regulations of such countries and regions are not consistent, we will pursue the ways to respect internationally recognized human rights standards whenever possible.

* International rules on human rights include International Bill of Human Rights

(Universal Declaration of Human Rights and International Bill of Human Rights (Social Rights, International Covenant on Civil and Political Rights)), International Labour Organization (ILO) Declaration on Rights at Work Fundamental Principles, United Nations Global Compact and United Nations Guiding Principles on Business and Human Rights, etc.

4. Governance

We will specifically appoint the board members responsible for establishing and carrying out this policy, establish the appropriate internal organization structure and reflect the policy in business directives and operational procedures as needed.

5. Human rights due diligence

The Yamaha Motor Group will conduct human rights due diligence for our business activities to identify, avoid, and mitigate negative impacts on human rights.

6. Corrections and relief

Should we witness our business activities cause any negative impacts on human rights, we will strive to correct and remedy such situations through appropriate investigations and responses, developing a mechanism for effectively handling complaints.

7. Education

We will carry out educational and awareness-raising activities to ensure this policy is understood and reflected in all Yamaha Motor Group business activities.

8. Reporting and disclosure

We will appropriately disclose the results of our human rights due diligence and the progress of related initiatives based on this policy through channels such as our webpage and others.

9. Communication with our stakeholders

We will have continuous conversation with relevant stakeholders about prominent or potential negative impacts on human rights, considering expert opinions of acknowledged specialists in this field.

*This policy is approved by Yamaha Motor Sustainability Committee and Board of Directors.

Established: March 22, 2023

Yoshihiro Hidaka

President, CEO and Representative Director

Yamaha Motor Co., Ltd.