

Corporate Information	Top Message	The HINO Credo & Course of Action	Realizing a Sustainable World	Environmental Management	Hino's Strategies and Initiatives and the Sustainable Development Goals (SDGs)	CSR Management	Topic	ESG Initiatives			
								Environment	Social	Governance	ESG data and others

Safety Health Quality Respect for Human Rights Human Resources "Creation" and Work Styles Supply Chain
Social Responsibility Initiatives

Respect for Human Rights

Basic Stance

Hino Motors recognizes that every individual has different ways of thinking and values and that there are diverse differences between individuals, including ethnicity, religion, gender, age, and disability. In order to respect the human rights of each person, Hino Motors has set out the basic approaches that every member of Team Hino should take in the Hino Code of Conduct and Supplier CSR Guidelines to share the Company's values.

Respect for Human Rights

1. We do not discriminate on the basis of personal characteristics protected by local applicable laws and regulations, such as race, ethnic and national origin, religion, age, gender, etc.
2. We do not tolerate any form of harassment (such as sexual harassment, workplace bullying and etc.), and we strive to build even healthier working environments that enable every employee to flourish.

Hino Motors believes that if every member of Team Hino recognizes and respects differences in each other's ways of thinking and values and shares their knowledge to meet the needs of customers and society, it will pave the way to providing value such as the best products and better services. Going forward, Hino Motors will continue striving actively to remain a company where diverse human resources can thrive through mutual respect and consideration.

* Hino Motors participated in planning the "My Jinken Declaration" project sponsored by the Ministry of Justice Human Rights Bureau.



Education for Employees

Hino Motors provides harassment prevention training and compliance training for new employees, managers and supervisors, and employees working overseas. As part of this, the Company provides education on respecting human rights set out in the Hino Code of Conduct.

A total of 704 employees took part in training in fiscal 2020. Going forward, Hino Motors will deepen company-wide understanding of human rights and promote the creation of an employee-friendly workplace in which all employees respect each other.



New employee training

In partnership with all suppliers

In order to address human rights problems across a broad-based supply chain, all suppliers promote corporate activities based on the fundamental approach to human rights indicated in the Supplier CSR Guidelines.

Hino Motors also periodically confirms the status of initiatives using a check sheet, which then leads to improvement activities.