

May 2021

Subject: Response to the Joint Communication from Special Procedures

Guided by the Basic Commitment of the Toshiba Group, we respect the rights of all stakeholders, including our employees, customers and suppliers. We support universal principles regarding human rights and labor practices, including the Universal Declaration of Human Rights and the United Nations Guiding Principles on Business and Human Rights (UNGP), and we respect human rights through sound business activities.

All of Toshiba Group's executives and employees must fully observe and respect the Standards of Conduct for Toshiba Group. Article 1, Respect for Human Rights, specifically stipulates respect for basic human rights, and prohibits the use of child labor and forced labor. This policy was formulated with reference to international norms and guidelines, among them ISO26000, the Universal Declaration of Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises.

Practical application of our human rights policy is based on the UNGP. We conduct annual human rights surveys to identify any potential risk of abuses. We recognize the importance of implementing the policy both within the Group and throughout our supply chain, and we stipulate it as a "Supplier Expectation" in the Toshiba Group Procurement Policy: we request suppliers to conduct procurement activities in accordance with the UN Global Compact and the Responsible Business Alliance (RBA) Code of Conduct, and to ensure that their suppliers also adhere to both standards. As a member of RBA since 2011, we follow RBA's guidance in assessing risks throughout our supply chain. We conduct supplier surveys to monitor their performance in accordance with the Toshiba Group Procurement Policy (including self-assessment) at each business site. The survey includes self-inspections using the RBA SAQ (Self-Assessment Questionnaire). If we discover any violations to the Toshiba Group Procurement Policy, we request suppliers to implement remedial measures, and support this process by providing guidance and support as appropriate. If remedial measures are deemed unsatisfactory, we suspend transactions with the supplier.

Toshiba Group provides multiple channels for our employees to raise concerns about human rights violations without any fear of retaliation, including the Toshiba Hotline and the Audit Committee Hotline.

Toshiba Group provides all employees with training that uses various methods to increase awareness of business and human rights. Retraining on the Standards of Conduct for Toshiba Group is conducted every year. We have also held business and human rights workshops at numerous locations over the years.

As a signatory to the UN Global Compact, we recognize that we have a responsibility to respect the human rights of all stakeholders involved in our business operations. We will continue to collaborate with RBA and other organizations in efforts to reduce forced labor in the global supply chain, and to fulfil our CSR responsibilities.

Sustainability Management Division
Toshiba Corporation