



Isuzu Group Supplier Sustainability Guidelines

October 2025



Contents

Introduction	1
1. Implementation of These Guidelines	3
2. Supplier Sustainability Guidelines: Requirements by Area	5
1) Legal compliance and corporate ethics	5
(1) Compliance with laws and regulations and respect for international norms	5
(2) Compliance with competition laws	5
(3) Anti-corruption	5
(4) Management and protection of personal and confidential information	5
(5) Import/export transaction management	6
(6) Responsible procurement of minerals and raw materials	6
(7) Protection of and respect for intellectual property	6
(8) Elimination of counterfeit parts.....	6
(9) Appropriate response to conflicts of interest.....	6
(10) Establishment of a contact point for whistleblowing and consultation	6
2) Human and worker rights	7
(1) Respect for international human rights norms	7
(2) Prohibition of discrimination	7
(3) Prohibition of harassment	7
(4) Prohibition of child labor	7
(5) Prohibition of forced labor	7
(6) Responsible recruitment	7
(7) Wages and benefits.....	8
(8) Prohibition of long working hours	8
(9) Dialogue and consultation with employees.....	8
(10) Diversity, equity, and inclusiveness	8
3) Occupational Safety and Health	9
(1) Safe and healthy working environment.....	9
(2) Occupational accidents and illnesses	9
(3) Emergency preparedness	9
(4) Industrial hygiene	9
(5) Work that is physically demanding.....	9
(6) Safety measures for machinery	9
(7) Health and safety communication	9
(8) Sanitation, food and housing.....	10



4) Environment	10
(1) Compliance with environmental laws and regulations	10
(2) Establishment of an environmental management system	10
(3) Reduction of greenhouse gas emissions	10
(4) Emissions to the atmosphere.....	10
(5) Appropriate water management.....	10
(6) Efficient and circular use of resources	11
(7) Chemical substance management.....	11
(8) Biodiversity conservation	11
5) Safety and Quality	11
(1) Provision of products and services that meet consumer/customer needs	11
(2) Provision of appropriate information on products and services.....	11
(3) Ensuring safety of products and services	11
(4) Ensuring quality of products and services	11
6) Business Continuity Plan	12
(1) Establishment of a business continuity plan and preparation.....	12
7) Information Disclosure	12
(1) Disclosure of information to stakeholders	12
8) Social Contribution	12
(1) Harmony with local communities.....	12
Revision History	13
Appendix: Isuzu's Related Policies and Reference Materials	14
Isuzu Group Supplier Sustainability Guidelines Agreement Confirmation Form	1



Introduction

We, Isuzu, strive to evolve into a commercial mobility solutions company that tackles pressing societal issues like carbon neutrality and the evolving logistics landscape through innovative approaches, aiming to foster a sustainable society in line with our corporate philosophy, [ISUZU ID](#).

In recent years, the social and market environments have been changing faster than ever before, and sustainability initiatives are required as an essential part of corporate activities. Companies are strongly expected by their stakeholders not only to step up climate change response, go carbon neutral, and respect human rights, but also to globally fulfill their responsibilities in the entire value chain. While the importance of logistics as a social infrastructure service is growing and technological innovations such as connected cars and automated driving have come true, companies are required to be flexible and robust in terms of readiness for changing circumstances.

The Isuzu Group precisely grasps such social demands and changes in the external environment and steps up efforts to promote sustainability from a long-term perspective. With the [Isuzu Environmental Vision 2050](#) established in 2020 to pass the prosperous and sustainable society on to the future generation, the group has been continuing to take on the challenge of minimizing its impact on the global environment. Also under the [Isuzu Group Human Rights Policy](#) established in 2022, the group has been pressing forward the business activities that respect human rights as the corporate social responsibility. Based on these guiding principles, we pursue both the creation of economic values and the fulfillment of social responsibilities.

In order to respond to these changes in the environment and sense of values and earn the society's confidence over the medium and longer term, we have revised the former Isuzu Group Supplier Sustainability Guidelines and redefined it as the Isuzu Group Supplier Sustainability Guidelines for the entire value chain (these Guidelines). These Guidelines are guiding principles to act for implementing sustainable business activities together with all business partners beyond the bounds of procurement activities.

These Guidelines outline and clarify the requirements that we ask our business partners to meet to make the business activities of Isuzu Group sustainable. These Guidelines are guiding principles for us to act for implementing sustainable business activities together with all business partners beyond conducting procurement activities.

Isuzu believes that practice based on these Guidelines provides a platform for not only reducing or avoiding human-rights, labor, and environmental risks, but also building a strong value chain to ensure the stable provision of innovative and reliable products and services,



and promoting the sustainable growth and mutual prosperity of Isuzu and its business partners.

We ask for your understanding of the intent of these Guidelines and your positive cooperation in working with the Isuzu Group to conduct socially responsible business activities. We will continue to take on challenges and work together with you toward the realization of better future.

October 2025



1. Implementation of These Guidelines

These Guidelines outline requirements that we expect our suppliers to meet. They were developed with reference to our corporate philosophy, ISUZU ID, Human Rights Policy, and other policies as well as the ILO Declaration on Fundamental Principles and Rights at Work, the International Bill of Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, and other international norms and frameworks widely recognized internationally.

Scope of application

These Guidelines apply to all affiliated companies, partner companies, and suppliers involved in all the business activities and value chain of our Group (all processes from procurement of raw materials to development, manufacturing, distribution, sales, and disposal of products). The term “employees” as used in the Guidelines refers to direct employees, such as regular employees, contract employees, short-term workers, and part-time workers, while the term “workers” broadly includes indirect employees, such as temporary workers and contracted workers, as well as direct employees.

Requirements for implementation

1) Establishment of a management system

In order to effectively carry out initiatives in accordance with the requirements by area outlined in these Guidelines, we request that you establish an internal system and continually work to improve it through proper implementation.

2) Supply chain management

We request that you inform your suppliers, including contractors and subcontractors, about these Guidelines or any company policies, standards, and guidelines that align with the content of the Guidelines. We ask that you actively understand the status of your suppliers and encourage them to address any identified issues.

In order to ensure stable supply, safety and quality, and to address things like human rights and environmental issues, please strive to collect information not only from direct business partners but also, as necessary, from upstream business partners and the producing regions of raw materials, and to ensure traceability related to the products and services you provide to the Isuzu Group. When we request it, please make a diligent effort to provide information on the origin of your products and services, including raw



materials and suppliers.

3) Confirmation of compliance

We may confirm your compliance with these Guidelines from time to time in the future through monitoring, including self-assessment surveys, on-site inspections, and third-party audits. This monitoring identifies potential areas of risk and also promotes sustainability across the supply chain by fostering ongoing dialogue and collaboration, including sharing of best practices.

We ask you to maintain documentation and records that demonstrate your adherence to these Guidelines. We also ask for your cooperation if we or our designated third parties need to review these documentation and records, conduct on-site inspections at your facilities and/or interview your workers as part of our monitoring efforts. Should any violations of the Guidelines occur, we ask that you promptly notify us and take action to correct the issue.

4) Agreement to these Guidelines

The Isuzu Group is committed to ensuring adherence with these Guidelines throughout the entire value chain. We expect all of our suppliers to carefully read and understand the Guidelines and work together with us to implement them.

Upon receiving and reviewing the Guidelines, we ask that you sign and submit the attached Agreement Confirmation Form as confirmation that you agree with Isuzu's intentions behind the Guidelines and that you agree to comply with the requirements outlined in the Guidelines for all products and services you supply to Isuzu. Even after revisions of these Guidelines, the terms of the agreement above will be treated as the consent of your company to the latest Guidelines. If you have any questions about revisions of the Guidelines, contact the department in charge in Isuzu which you have business with.



2. Supplier Sustainability Guidelines: Requirements by Area

1) Legal compliance and corporate ethics

- (1) Compliance with laws and regulations and respect for international norms
Comply with the laws and regulations of each relevant country and region, and respect international norms.
Develop and implement policies, systems, guidelines, reporting systems, education, and other mechanisms to ensure thorough compliance.
- (2) Compliance with competition laws
Abide by the competition laws of each relevant country and region, and avoid practices such as private monopolies, unfair restraint of trade (such as cartels and bid rigging), unfair trade practices, and abuse of a dominant position.
- (3) Anti-corruption
Do not engage in any form of corrupt practices such as bribery, bid rigging, money laundering, fraudulent accounting, embezzlement. Also, do not participate in such corrupt practices through third parties.
Make all political contributions and donations in accordance with the laws and regulations of each relevant country and region. Maintain transparent, fair relationships with political and government organizations. Do not give or receive entertainment, gifts, or money to or from business partners for the purpose of obtaining or maintaining undue advantage or preferential treatment.
- (4) Management and protection of personal and confidential information
Ensure that personal information of customers, third parties, and company employees as well as confidential information of customers and third parties is obtained in a legal manner. Strictly control this information, use it only within the appropriate scope, and take measures to protect it. Additionally, take appropriate measures against cyber risks to prevent information leaks or the occurrence and spread of potential damage.



- (5) Import/export transaction management
Properly process and control the import/export of regulated technology, goods, etc., in accordance with the laws and regulations of each relevant country and region as well as customary laws including laws related to economic sanctions.

- (6) Responsible procurement of minerals and raw materials
Properly confirm through appropriate means that mineral resources, such as tin, tantalum, tungsten, gold, cobalt, contained in products and raw materials to be procured do not have any negative impact on human rights and the environment.

- (7) Protection of and respect for intellectual property
Protect intellectual property rights owned by or belonging to your company, and do not illegally obtain or use intellectual property of third parties or infringe on their rights.

- (8) Elimination of counterfeit parts
Establish and manage an effective detection process to minimize the risk of inclusion of counterfeit parts and materials in deliveries from suppliers.

- (9) Appropriate response to conflicts of interest
If a conflict of interest arises or is likely to arise, promptly report the situation to us and endeavor to avoid the conflict of interest.

- (10) Establishment of a contact point for whistleblowing and consultation
Establish an easily accessible and effective contact point for stakeholders, including workers and suppliers, to report or seek advice on concerns regarding violations of laws and regulations, human rights violations, health and safety, misconduct, or other issues. Promptly address any reports or consultations received. Additionally, maintain the confidentiality of individuals who report or seek advice and take appropriate measures to prevent retaliation or other negative consequences for those who do so.



2) Human and worker rights

(1) Respect for international human rights norms

Respect and support international norms on human rights.

In cases where these norms conflict with the requirements local laws and regulations, explore ways to uphold internationally recognized human rights while also complying with the laws and regulations.

(2) Prohibition of discrimination

Never discriminate on the basis of nationality, race, ethnic origin, age, gender, religion, disability, sexual orientation, gender identity, etc. Also, never undermine equal opportunity in employment or recruitment.

(3) Prohibition of harassment

Do not tolerate any form of harassment in the workplace, including harassment related to pregnancy, childbirth, childcare leave, as well as sexual harassment and power harassment, and any forms of inhumane treatment such as violence, verbal abuse, or physical or mental intimidation.

(4) Prohibition of child labor

Do not permit children who have not reached the highest of either the minimum age allowed to work under the laws of the relevant country or region, the age for completing compulsory education, or the age of 15 years old, to work. Also, do not allow young workers under 18 years of age to engage in hazardous or dangerous work.

(5) Prohibition of forced labor

Do not permit any form of forced labor and ensure that all work is voluntary and employees are free to leave their jobs.

(6) Responsible recruitment

Comply with relevant laws and regulations in the recruitment process and ensure that ethical practices are followed. When using a recruitment agency, select one that is properly licensed and respects the rights of workers.



(7) Wages and benefits

Comply with the laws and regulations of each relevant country and region regarding minimum wages, overtime, deductions, piece-rate wages, and other benefits. Endeavor to pay at least a living wage.

(8) Prohibition of long working hours

Ensure that employee working hours, including overtime, are managed properly and in compliance with the laws and regulations of each relevant country and region, and that excessive working hours are prohibited. This includes managing holidays, annual paid leave entitlements, and other related matters.

(9) Dialogue and consultation with employees

Respect employees' freedom of association, including their right not to associate, and the right to collective bargaining. Engage in good faith discussions and dialogues with employee representatives or with employees.

(10) Diversity, equity, and inclusiveness

Recognize the importance of diverse human resources as a key management foundation, provide fair opportunities for each individual, and strive to foster an inclusive and accepting corporate culture that embraces diversity, in order to secure and maintain a diverse workforce.



3) Occupational Safety and Health

(1) Safe and healthy working environment

Ensure compliance with relevant laws and regulations and identify and assess risks to safety and health in the workplace. Implement appropriate design, technology, and management measures to ensure the physical and mental safety and well-being of workers.

(2) Occupational accidents and illnesses

In the event of an accident or trouble, properly identify the circumstances of the occurrence and take appropriate countermeasures to prevent occupational accidents and illnesses.

(3) Emergency preparedness

In preparation for emergencies that may endanger human life and physical safety, develop action procedures and safety measures necessary to avoid or minimize damage, and make sure they are known throughout the workplace.

(4) Industrial hygiene

Identify situations in which workers are exposed to chemical substances, noise, odors, etc., that may have harmful effects on the human health, and control them appropriately.

(5) Work that is physically demanding

Identify work that is physically demanding and may cause health hazards, and control it appropriately to prevent the occurrence of occupational accidents and illnesses.

(6) Safety measures for machinery

Identify sources of danger related to machinery and equipment used in the workplace and take appropriate safety measures.

(7) Health and safety communication

Provide education and training opportunities for workers to learn about sources of hazards that may compromise their safety and health, in a language they can understand. Additionally, establish a mechanism for workers to communicate their



concerns and opinions regarding safety in the workplace.

(8) Sanitation, food and housing

Provide workers with sanitary toilet facilities and drinking water. When meals and housing are provided, maintain safe and sanitary conditions.

4) Environment

(1) Compliance with environmental laws and regulations

Comply with all relevant laws and regulations of each relevant country and region, obtain and maintain necessary permits and licenses, and comply with their operation and reporting requirements.

(2) Establishment of an environmental management system

Establish a company-wide environmental management system with the goal of coexisting in harmony with the earth and ensuring a prosperous and sustainable society by 2050. Continuously operate and improve the system to minimize environmental impact.

(3) Reduction of greenhouse gas emissions

Promote energy conservation and increased use of renewable energy not only in your own business activities but also throughout the lifecycle of your products and services to reduce energy consumption and greenhouse gas emissions. Respond to requests from Isuzu to report emission volumes.

(4) Emissions to the atmosphere

Properly control emissions of air pollutants and reduce emission volumes in accordance with laws and regulations concerning air pollution.

(5) Appropriate water management

Properly manage and efficiently use water resources in accordance with laws and regulations governing water use and wastewater to reduce water consumption. Ensure that all wastewater is properly treated before discharge or disposal to prevent or reduce the release of pollutants.



- (6) Efficient and circular use of resources
Comply with the laws and regulations of each relevant country and region regarding proper disposal and recycling of waste, and reduce the volume of final waste disposal through efficient and circular use of resources used in business activities.

- (7) Chemical substance management
Identify and properly manage chemical substances that may have negative effects on human health, other living organisms, and the environment. Ensure products do not contain prohibited chemical substances, and do not use prohibited chemical substances in manufacturing processes. Monitor and report emissions of chemical substances designated by the laws and regulations of each country or region to the relevant government authorities in compliance with laws and regulations.

- (8) Biodiversity conservation
Assess the impact of business activities on the surrounding environment and biodiversity and strive to minimize it.

5) Safety and Quality

- (1) Provision of products and services that meet consumer/customer needs
Develop and provide socially useful products by understanding the needs of consumers and customers.

- (2) Provision of appropriate information on products and services
Provide appropriate information about products and services to consumers and customers.

- (3) Ensuring safety of products and services
Ensure that products and services produced/provided comply with safety laws and regulations established in each relevant country and region.

- (4) Ensuring quality of products and services
Establish and operate a company-wide system to ensure quality.



6) Business Continuity Plan

(1) Establishment of a business continuity plan and preparation

Develop a business continuity plan to prepare for unforeseen emergencies such as disasters.

7) Information Disclosure

(1) Disclosure of information to stakeholders

Provide stakeholders with timely and appropriate information, including on financial performance, business performance, and details of business activities, including those in the areas specified in these Guidelines. Work to maintain and develop mutual understanding and trust with stakeholders through frank, fair communication.

8) Social Contribution

(1) Harmony with local communities

Earn the trust of the local communities where your business sites are located as a member of those communities, and contribute to the development of those communities. Conduct business activities with respect and consideration for the culture and customs of the country or region in which they are located, and fulfill your role as a good corporate citizen on an international level.



Revision History

No.	Revisions	Date revised
-	Created	August 2014
1	Added addressing of conflict minerals, etc.	March 2018
2	Completely revised structure and content	December 2022
3	Title revision Added ISUZU ID and Isuzu Group Responsible Minerals Sourcing Policy, etc.	April 2024
4	Changed the scope of application of these Guidelines to all business partners Integrated the contents of the former Chapters 2 to 5 and Chapter 8 into Appendix	October 2025
5	The "Isuzu Green Procurement Guidelines" have been incorporated into the appendix of this Guideline Explanatory Document.	October 2025

If you have any questions about these Guidelines, contact the department in charge in Isuzu which you have business with.



Appendix: Isuzu's Related Policies and Reference Materials

The following Isuzu policies, etc., and external documents were referenced in the development of these Guidelines.

Isuzu's Related Policies

- [ISUZU ID](#)
- [Isuzu Group Human Rights Policy](#)
- [Isuzu Environmental Vision 2050 and 2030 Environmental Roadmap](#)
- [Purchasing Basic Vision/Basic Policy](#)
- [Isuzu Group Responsible Minerals Sourcing Policy](#)

External References

- [Universal Declaration of Human Rights](#)
- [International Covenant on Economic, Social and Cultural Rights](#) and [International Covenant on Civil and Political Rights](#)
- [United Nations Guiding Principles on Business and Human Rights](#)
- [United Nations Global Compact](#)
- [An Anti-Corruption Ethics and Compliance Programme for Business: A Practical Guide](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [Transparency International Business Principles for Countering Bribery](#)
- [ETI \(Ethical Trading Initiative\) Base Code](#)
- [ILO Declaration on Fundamental Principles and Rights at Work](#)
- [ILO Guidelines on occupational safety and health management systems](#)
- [ILO General principles and operational guidelines for fair recruitment and definition of recruitment fees and related costs](#)
- [International Labour Standards](#)
 - No. 1 Hours of Work (Industry) Convention, 1919
 - No. 14 Weekly Rest (Industry) Convention, 1921
 - No. 29 Forced Labour Convention, 1930
 - No. 30 Hours of Work (Commerce and Offices) Convention, 1930
 - No. 87 Freedom of Association and Protection of the Right to Organise Convention, 1948
 - No. 95 Protection of Wages Convention, 1949
 - No. 98 Right to Organise and Collective Bargaining Convention, 1949
 - No. 100 Equal Remuneration Convention, 1951
 - No. 105 Abolition of Forced Labour Convention, 1957



No. 106 Weekly Rest (Commerce and Offices) Convention, 1957

No. 111 Discrimination (Employment and Occupation) Convention, 1958

No. 120 Hygiene (Commerce and Offices) Convention, 1964

No. 131 Minimum Wage Fixing Convention, 1970

No. 138 Minimum Age Convention, 1973

No. 155 Occupational Safety and Health Convention, 1981

No. 170 Chemicals Convention, 1990

No. 182 Worst Forms of Child Labour Convention, 1999

No. 183 Maternity Protection Convention, 2000

No. 190 Violence and Harassment Convention, 2019

- [Tokyo 2020 Olympic and Paralympic Games Sustainable Sourcing Code \(3rd edition\)](#)
- [SA8000 Standard](#)
- [RBA \(Responsible Business Alliance\) Code of Conduct v7.0](#)



Isuzu Group Supplier Sustainability Guidelines
Agreement Confirmation Form

We request that a representative (or an authorized officer, etc.) sign this agreement as confirmation that your company understands the purpose of the Isuzu Group Supplier Sustainability Guidelines (October 2025 edition) and that all products and services you supply to Isuzu comply with the requirements of these Guidelines.

Company name: _____
Supplier code: _____
Position/title: _____
Signature (handwritten or typed + representative's seal): _____
Date signed: _____
Responsible department: _____
Contact for this matter: _____
E-mail: _____

Even after revisions of these Guidelines, the terms of the agreement above will be treated as the consent of your company to the latest Guidelines. If you have any question about revisions of the Guidelines, contact the department in charge in Isuzu which you have business with.

After signing the form, please send it in PDF format to us as instructed when the guidelines were distributed to you.