

**Company Name** Honda Motor Company  
**Industry** Automotive (Own Operations and Supply Chain)  
**Overall Score** 11.0 out of 100

Theme Score	Out of	For Theme
1.3	10	A. Governance and Policies
3.8	25	B. Embedding Respect and Human Rights Due Diligence
2.0	20	C. Remedies and Grievance Mechanisms
1.7	25	D. Performance: Company Human Rights Practices
2.2	20	E. Performance: Responses to Serious Allegations

Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2022 Methodology document for the sector concerned. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: General HRs commitment: The Code of Conduct reads: 'Honda strives to maintain its stance as a company committed to practicing fairness and sincerity and respects human rights'. [Code of Conduct, N/A: <a href="https://global.honda">global.honda</a>] &amp; [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not Met: Commitment to the UNGPs: The Company's Human rights policy states that 'we support the United Nations Guiding Principles on Business and Human Rights and endeavor to practice these principles in business activities'. A similar statement can be found in the sustainability report. However, 'support' is not considered a formal statement of commitment to apply the UNGPs according to CHRB wording criteria. [Human rights policy (website policy), 01/06/2022: <a href="https://global.honda">global.honda</a>] &amp; [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>Not Met: Commitment to the OECD Guidelines for Multinational Enterprises</li> </ul>
A.1.2.a	Commitment to respect the human rights of workers: ILO Declaration on Fundamental Principles and Rights at Work	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Company has a commitment to the ILO Core: The Human Rights policy states that 'We are committed to respecting human rights that are set out in the International Bill of Human Rights and the eight ILO core conventions as set out in the Declaration on Fundamental Principles and Rights at Work'. [Human rights policy (website policy), 01/06/2022: <a href="https://global.honda">global.honda</a>]</li> <li>Not Met: Company has an explicit commitment to All four ILO Core: The Company states in its Sustainability Report that it 'will not allow forced labor or child labor' and that it 'will not tolerate discrimination or harassment of any form', and it adds: 'Respecting freedom of association, or not to associate, and collective bargaining,</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>the Company will attempt to resolve any and all issues in line with the laws, conventions and usages of each respective country and region'. However, it is not clear whether the Company respects freedom of association and collective bargaining when these are restricted under local law (through alternative or parallel mechanisms), as it indicates will respect these rights 'in line' with 'laws' and 'conventions and usages'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law'. Similar statement can be found in the sustainability report, reflecting Company's policy. [Human rights policy (website policy), 01/06/2022: <a href="#">global.honda</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Company expect suppliers to commit to ILO Core: The Company has provided feedback to CHRB regarding this subindicator. However, evidence is already in use. See description below. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: Company explicitly list All four ILO for suppliers: The Company established Supplier Sustainability Guidelines and expects its suppliers to uphold the guidelines and cascade them down their supply chain. The document includes provisions related to all ILO Core except the right of collective bargaining. With respect freedom of association, the Company indicates: '[...] associates shall, in accordance with local laws, have the right to associate freely, and join or choose not to join labor unions or workers' councils.' No reference to the rights of collective bargaining, and it is not clear whether the Company requires to respect the right of freedom of association in all contexts, as it indicates 'in accordance with local laws'. In these cases (companies referring to local laws in freedom of association and collective bargaining), companies are expected to require alternative mechanisms or equivalent workers bodies where the right to freedom of association and collective bargaining is restricted under law. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> </ul>
A.1.2.b	Commitment to respect the human rights of workers: Health and safety and working hours	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commitment to respect H&amp;S of workers: The Company states that it 'will provide a safe and healthy workplace to maintain a pleasant and safe work environment'. In this Code of Conduct, it requires its employees to 'comply with laws, regulations and company policies related to safety and health, strive to maintain a safe and healthy workplace, as well as prevent and minimize accidents'. [Code of Conduct, N/A: <a href="#">global.honda</a>]</li> <li>• Not Met: Respect ILO labour standards on working hours or Commits to 48 hours regular work week: The Human Rights policy states that 'We are committed to respecting human rights that are set out in the International Bill of Human Rights and the eight ILO core conventions as set out in the Declaration on Fundamental Principles and Rights at Work'. However no evidence found of commitment to ILO convention on working hours (not ILO core). Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Human rights policy (website policy), 01/06/2022: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Expect suppliers to commit to H&amp;S of their workers: In the Supplier Sustainability Guidelines, the Company states that 'we shall ensure a safe and healthy working environment for all associates. This is a priority and we work to prevent any accident or injury'. 'we will respect the rights of all employees and suppliers and treat them fairly, including responsible working conditions; are treated with dignity and respect based on the viewpoint of "there can be no production without safety"'. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: Expect suppliers to commit to ILO labour standard or to 48 hours regular work week: With respect working hours, the Supplier Sustainability Guidelines indicates: 'We comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time.' However, no formal commitment about respecting the ILO conventions on working hours was found. Alternatively, the Company would achieve this by committing to a 48 hours regular working week, and consensual overtime paid at a premium rate. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.3.a.MO	Commitment to respect human rights particularly relevant to the industry – responsible sourcing of minerals (MO)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Responsible mineral sourcing: The Company states in its Sustainability Report that 'Honda's policy is to aim to be free from conflict minerals which contribute to the funding of armed groups or human rights infringement. Accordingly, Honda conducts surveys based on the standards prescribed in the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. To achieve this goal and help resolve the global problem of conflict minerals, the Company is actively engaged with domestic and international industry organizations and its suppliers'. However, no evidence found of a formal policy statement committing the Company to the responsible sourcing of minerals. Commitments are expected to be placed in formal policy documents (or alternatively, the SD form for this indicator) [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Met: Based on OECD Guidance: The Company states in the SD form (considered a proxy policy document for this indicator) that 'Our conflict minerals due diligence measures have been designed to conform, in all material respects, with the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas'. [Conflict minerals report 2019, 26/05/2020: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Requires suppliers to commit to responsible mineral sourcing: According its Supplier Sustainability Guidelines: 'Response to Conflict Minerals: For procurement of mineral resources contained in the product, Companies are expected to use validated conflict free smelters and refiners. (Minerals that originated in the Democratic Republic of the Congo or adjoining countries, which are thought to be contributing to the funding of armed groups or to the abuse of human rights in conflict areas)'. However, no evidence of formal requirement to responsible sourcing was found. The Company has provided feedback to CHRB regarding this subindicator. However, evidence was already in use. [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Commits to follow OECD Guidance for all minerals</li> <li>• Not Met: Suppliers expected to make similar requirements of their suppliers</li> </ul>
A.1.3.b.MO	Commitment to respect human rights particularly relevant to the industry – vulnerable groups (MO)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Women's rights: The Company states in the 2020 Sustainability report that it 'supports the provisions of the Women's Empowerment Principles (WEPs), a set of principles for companies voluntarily promoting women's empowerment'. In addition, in its SR 2019 it indicates that the Company has signed the CEO Statement of Support for the WEPs. [Honda Sustainability Report 2020, 44013: <a href="https://global.honda">global.honda</a>] &amp; [Sustainability report 2019, 31/08/2019: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Expects suppliers to respect these rights: Although the Supplier sustainability guidelines contains requirements in terms of discrimination and child labor, this subindicator looks for an explicit commitment in relation to respect the rights of either women, children or migrants. [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: CEDAW/Women's Empowerment Principles: The Company states in its SR 2020 that it 'supports the provisions of the Women's Empowerment Principles (WEPs), a set of principles for companies voluntarily promoting women's empowerment.' In addition, in its SR 2019 it indicates that the Company has signed the CEO Statement of Support for the WEPs. [Honda Sustainability Report 2020, 44013: <a href="https://global.honda">global.honda</a>] &amp; [Sustainability report 2019, 31/08/2019: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Expecting suppliers to respect these rights</li> </ul>
A.1.4	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: The Company commits to remedy: The Human Rights policy states that 'when it becomes clear that Honda has caused or contributed to an adverse impact on human rights, we will work to remediate such an impact. In addition, we will work to establish a practical grievance mechanism to enable appropriate remedies'. However, 'work to' remedy is not considered a formal statement of commitment to do so.</li> <li>• Not Met: Company expect suppliers to make this commitment: The Company has provided feedback to CHRB regarding this subindicator. However, evidence was not material. [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Collaborating with other remedy initiatives</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Work with suppliers to remedy impact: The Company has provided additional comments to CHRB regarding this subindicator. However, it looks for an explicit formal statement of commitment to work with suppliers, collaborating with them, in remedying adverse impacts caused or contributed to. This commitment is expected to be placed in a policy document. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> </ul>
A.1.5	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Zero tolerance attacks on HRs Defenders (HRDs): The Company has provided feedback to CHRB regarding this subindicator. However, evidence was not material. [Human rights policy (website policy), 01/06/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: Company expect suppliers to make this commitment: The Company has provided feedback to CHRB regarding this subindicator. However, evidence was not material. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Work with HRD to create safe and enabling environment</li> </ul>

## A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board level responsibility for HRs: The Company indicates in its Sustainability report that: 'In order to respond to the mandate of the shareholders to achieve sustainable growth and enhance the corporate value of the Company over the medium to long term, the duties of the Board of Directors include making decisions concerning key Company matters such as its basic management policies and monitoring of operations by Directors. In addition, the Board of Directors discusses and makes decisions concerning matters specified in the regulations of the Board of Directors, as well as matters set forth in the Articles of Incorporation and applicable laws'. However, no specific information related to human rights oversight was found. The Company's Human rights policy has been signed by Toshihiro Mibe, 'Director, President and Representative Executive Officer, Chief Executive Officer'. However, this subindicator looks for an explicit indicator that there is a board member or committee tasked with specific governance oversight of respect for human rights'. The policy itself indicates that 'we will also establish an adequate internal structure to reflect the Policy in necessary business polices and procedures while clearly specifying the Director responsible for the formulation and execution of the Policy'. However, is not explicitly indicated who holds responsibility for this policy oversight (even is signed by the CEO, it is expected some explanation about responsibility for overseeing Human rights at Supervisory level). [Honda Sustainability Report 2020, 07/2020: <a href="#">global.honda</a>] &amp; [Human rights policy (website policy), 01/06/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: Describe HR expertise of Board member</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Speeches/letters by Board members or CEO</li> </ul>
A.2.2	Board responsibility	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Board/Committee review HRs strategy: The Company indicates that 'Honda established the Corporate Integration Strategy Meeting chaired by the Chief Executive Officer (CEO) with the aim of building consensus on the company-wide direction based on recognition of the environment both internally and externally, as well as material issues that Honda as a whole should tackle. Policies and initiatives for sustainability issues are discussed and examined in the meeting [...] The Corporate Integration Strategy Meeting will plan company-wide strategies that reflect a sustainability perspective'. However, this body seems to be an executive level committee (Meeting) [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: Examples/trends re HR discussion in the last reporting period</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: How affected stakeholders/HR experts informed discussions</li> </ul>
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Incentives for at least one board member: The Company indicates that part of the non-monetary performance-linked remuneration that provides shares linked to financial and non-financial performance uses the Dow Jones Sustainability World Index as one of the non-financial indicators. This includes the President. However, no evidence found of performance incentives more directly</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			linked to human rights issues. [2022 Convocation of General Meeting of Shareholders, 03/06/2022: <a href="#">global.honda</a> ] <ul style="list-style-type: none"> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other board performance criteria</li> </ul>
A.2.4	Business model strategy and risks	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Board process to review business model and strategy: The Company has provided feedback to CHRB regarding this indicator. However, evidence was not material</li> <li>• Not Met: Describe frequency and triggers for reviewing</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Example of actions decided</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Score of 1 on A.1.2.a: See indicator A.1.2</li> <li>• Met: Senior responsibility for HR implementation and decision making: The Company indicates that 'Honda established the Corporate Integration Strategy Meeting chaired by the Chief Executive Officer (CEO) with the aim of building consensus on the company-wide direction based on recognition of the environment both internally and externally, as well as material issues that Honda as a whole should tackle. Policies and initiatives for sustainability issues are discussed and examined in the meeting [...] The Corporate Integration Strategy Meeting will plan company-wide strategies that reflect a sustainability perspective'. Although CEO or CFO are not accepted by CHRB as senior manager role accountable for implementation and decision making on human rights, this seems to be a committee composed of senior managers. Sustainability includes Human rights. This body ('Meeting') is in charge of determining company-wide policies, identifying material issues, information disclosure direction and [follow up] on issues/progress. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: How it assigns Day-to-day responsibility</li> <li>• Not Met: Day-to-day resources and expertise allocation in own ops</li> <li>• Not Met: Resources and expertise allocation in the supply chain</li> </ul>
B.1.2	Incentives and performance management	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Senior manager incentives for human rights: The Company indicates that part of the non-monetary performance-linked remuneration that provides shares linked to financial and non-financial performance uses the Dow Jones Sustainability World Index as one of the non-financial indicators. This includes VP Senior Managing Executive Officer and Managing Executive Officer. However, no evidence found of performance incentives more directly linked to human rights issues. [2022 Convocation of General Meeting of Shareholders, 03/06/2022: <a href="#">global.honda</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: At least one key HR risk, beyond employee H&amp;S</li> <li>• Not Met: Performance criteria made public</li> <li>• Not Met: Review of other senior management performance</li> </ul>
B.1.3	Integration with enterprise risk management	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: HR risks is integrated as part of enterprise risk system: The Company states that it 'In its company-wide risk management activities, Honda regards human rights as an important risk and manages it accordingly. As a measure to prevent the risk from occurring, Honda works to identify any risk concerns by conducting an annual assessment of Group companies to check if their operations comply with the Associate Relations Policies'. [Honda Sustainability Report 2020, 07/2020: <a href="#">global.honda</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Provides an example: The Company has provided feedback to CHRB regarding this indicator. However, it referred to a subindicator that is already</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>awarded. No evidence found of specific example. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Audit Ctte or independent risk assessment: The Company indicates that 'The Risk Management Committee not only identifies internal risks but also gathers information that flexibly keeps abreast of external risk trends. The committee uses such internal and external information to ascertain specific risk scenarios and conduct an impact analysis in contrast to Honda's business strategies. Management members hold discussions based on this objective risk analysis to determine a response policy and structure for company-wide risks that Honda should address and that are consistent with management strategies'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) to workers and external stakeholders	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 1 on A.1.2.a</li> <li>• Met: Communicates its policy to all workers in own operations: The Company states that it 'provides training on the Honda Philosophy all around the world. The Company also works to promote awareness and thorough implementation of the Code of Conduct by distributing leaflets, posting the relevant information on the corporate intranet and providing training. [...] The Company works to instil the Honda Code of Conduct in each and every associate through actions such as the distribution of leaflets, posting of information on its intranet and through training. Each of Honda's departments and subsidiaries regularly checks the status of such activities to ensure awareness of the Code and reports to the Compliance Committee.' [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Communication of policy commitments to stakeholder: Although the Company has publicly posted its policies on the website and the sustainability report, this subindicator looks for a proactive effort to reach external affected stakeholders such as local communities with policy communications. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>] &amp; [Human rights policy (website policy), 01/06/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Meets ILO requirement for suppliers on A.1.2.a</li> <li>• Met: Requires suppliers to communicate policy requirements: The supplier guidelines state that 'suppliers are expected to comply with these guidelines along with their "Regional Purchasing Agreement", applying these principles within their own Company [...] supplier shall disseminate these guidelines fully to sub-tier suppliers throughout the supply chain. Honda may request written confirmation from suppliers that you have read, understood and agree to the current sustainability guidelines by signing the attached Supplier Commitment as confirmation of your commitment'. [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: How HR commitments made binding/contractual: As indicated above, suppliers are expected to comply with these guidelines along with their "Regional Purchasing Agreement". [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Company requires suppliers to cascade down to their suppliers</li> </ul>
B.1.5	Training on Human Rights	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Scores at least 1 on A.1.2.a</li> <li>• Met: How workers are trained on HR policy commitments: The Company states that it 'provides training on the Honda Philosophy all around the world. The Company also works to promote awareness and thorough implementation of the Code of Conduct by distributing leaflets, posting the relevant information on the corporate intranet and providing training. [...] The Company works to instil the Honda Code of Conduct in each and every associate through actions such as the distribution of leaflets, posting of information on its intranet and through training. Each of Honda's departments and subsidiaries regularly checks the status of such activities to ensure awareness of the Code and reports to the Compliance Committee.' [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda">global.honda</a>]</li> <li>• Met: Trains relevant managers including procurement: The Company states that 'To ensure that every associate involved in Honda's purchasing operations promotes honest and fair initiatives, Honda has prepared manuals and personnel development programs in each region. For example, in North America Honda takes</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>up various topics through seminars, e-learning and on-the-job training (OJT). In its Basic Training Course, the Company shares its approach in such areas as the selection of suppliers and initiatives to strengthen QCDDE. Honda's Building Business Relations training emphasizes the importance of the Company's code of conduct [contains general HR commitment], legal compliance and confidentiality in developing positive long term relationships with suppliers'. [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda.com">global.honda</a>] &amp; [Sustainability report 2019, 31/08/2019: <a href="https://global.honda.com">global.honda</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 2 on A.1.2.a</li> <li>• Met: Meets both requirements under score 1</li> <li>• Met: Trains suppliers to meet company's HR commitment: The Sustainability report 2022 indicates that 'Honda North America Inc., Honda's U.S. subsidiary, participates in working groups established by the Automotive Industry Action Group (AIAG) to strengthen sustainability in the supply chain. They participate in the Responsible Materials working group, the Human Rights and Trade working group, the GHG working group and the Chemical Management working group. AIAG offers supplier training and encourages participation in training sessions on corporate ethics, environmental regulations, the working environment, human rights and other topics for tier 1 and sub-tier suppliers in North America since 2012. [...] In North America, e-learning programs using computer-based training (CBT) are also provided for suppliers in order to facilitate their understanding of sustainability. Under the theme of sustainability, these programs deal with the environment, export control, social responsibility, safety and health, diversity, governance, compliance and ethics'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Disclose % trained</li> </ul>
B.1.6	Monitoring and corrective actions	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Scores at least 1 on A.1.2.a</li> <li>• Met: Monitoring implementation of HR policy commitments across global ops and supply chain: The sustainability report 2022 indicates that 'With regard to all local subsidiaries, including joint ventures, Honda works to identify any risk concerns by conducting an annual assessment of Group companies to check if their operations comply with the Associate Relations Policies. In FY2022, this assessment was conducted for 111 bases. Honda also performs monthly checks on the status of labor management of all local subsidiaries, including joint ventures, and shares the results in the Global Monthly Report'. This policy includes human rights, discrimination, health and safety, etc. It also states that it 'distributed a checklist to suppliers requesting independent inspection in order to confirm the status of initiatives relative to guidelines. Honda introduced an environmental, social and Governance (ESG) inspection in Japan in 2016 for suppliers with large business volume and significant influences on the Company in line with rising expectations worldwide to fulfil corporate social responsibility that also includes the supply chain. The inspection is now carried out globally [...] in Japan Honda performs this inspection periodically in suppliers who account for more than 80% of purchasing value'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Proportion of supply chain monitored: As indicated above, in Japan Honda performs this inspection periodically in suppliers who account for more than 80% of purchasing value. However, this proportion seems to refer only to Japan. It is not clear the total proportion of supply chain monitored, as it indicates that 'going forward, Honda will work with overseas purchasing sites to promote the ESG inspection globally [...]'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Describe how workers are involved in monitoring</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Score of 2 on A.1.2.a</li> <li>• Met: Describes corrective action process: The Company states that 'For items requiring improvement, an improvement plan and a report on results are issued. A follow-up investigation is employed if needed to confirm that the PDCA cycle for the improvement plan is up and running and that it is linked to ongoing improvement activities.[...] There were no instances of issues bearing significant risk in FY2020'. [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Disclose findings and number of corrective action</li> </ul>
B.1.7	Engaging and terminating business relationships	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: HR affects selection of suppliers: The Company states that 'When selecting suppliers for components and raw materials based on these sustainability policies, Honda confirms their initiatives on Quality, Cost, Delivery, Development and</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Environment (QCDDDE), human rights, labor, safety, compliance, risk, protection of information and other aspects to determine the best and most sustainable supplier'. [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda">global.honda</a>]</p> <ul style="list-style-type: none"> <li>• Met: HR affects on-going supplier relationships: The Company states that 'If a supplier fails to follow the [Supplier Sustainability and Honda Green Purchasing] Guidelines, Honda immediately receives a report from the supplier and works to prevent a recurrence by requesting them to analyse the cause and draw up the corrective action plan. If the corrective action plan received from the supplier is determined to be inappropriate, Honda considers its future business relation with them, taking into account the social impact of the problem'. [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe positive incentives offered to respect human rights: Although the Company describes dialogue with stakeholders and the award of 'Supplier Award for Sustainability to suppliers', it is not clear if this is translated in positive incentives beyond the award, such as price premiums, increased orders or longer contracts. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Met: Working with suppliers to meet HR requirements: The Sustainability report 2022 indicates that 'Honda North America Inc., Honda's U.S. subsidiary, participates in working groups established by the Automotive Industry Action Group (AIAG) to strengthen sustainability in the supply chain. They participate in the Responsible Materials working group, the Human Rights and Trade working group, the GHG working group and the Chemical Management working group. AIAG offers supplier training and encourages participation in training sessions on corporate ethics, environmental regulations, the working environment, human rights and other topics for tier 1 and sub-tier suppliers in North America since 2012. [...] In North America, e-learning programs using computer-based training (CBT) are also provided for suppliers in order to facilitate their understanding of sustainability. Under the theme of sustainability, these programs deal with the environment, export control, social responsibility, safety and health, diversity, governance, compliance and ethics'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> </ul>
B.1.8	Approach to engagement with affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Stakeholder process or systems to identify and engage with workers/communities in the last two years: The Company discloses information about its stakeholder engagement 'cycle': '1) appropriately and accurately convey to society the value that it seeks to provide; 2) engage in dialogue with diverse stakeholders to grasp and understand the demands and expectations placed on the Company; 3) translate these into concrete measures and implement them; and 4) listen to stakeholders' evaluations of its activities. [...] Honda engages in dialogues globally through various opportunities. These dialogues are conducted between key stakeholders (that are either impacted by Honda's business activities or whose activities impact Honda's business activities)[...]' In addition, it summarizes in a table its engagement activities per stakeholder groups. However, it is not clear the process to identify affected stakeholder with whom to engage, and how specifically engaged them in the last two years. [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Discloses stakeholders that HRs may be affected</li> <li>• Not Met: Provides two examples of engagement with stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Analysis of stakeholder views on company's HR issues</li> <li>• Not Met: Describe how views influenced company's HR approach</li> </ul>



## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Identifying risks in own operations: The Company discloses in its sustainability report its risk management structure, including risk management committee. It also indicates that 'Honda carries out risk assessment activities for each of its Business Operations, Regional Operations and Supervisory Units. The purpose of these activities is to foresee potential risks surrounding Honda's businesses and respond beforehand to minimize these risks. Each department performs annual risk evaluation using the Group's common risk items and evaluation criteria to identify the division priority risks. Each of the Operations and the Supervisory Units carries out repeated discussions based on the results of the risk assessment of each department. They then identify and respond to the Operations priority risks based on the judgment of the Operations Risk Management Officer'. It also indicates that 'In its company-wide risk assessment activities, Honda has set up a category on human rights. Once a year, each department conducts a risk assessment in accordance with the Honda Group's common criteria. The department priority risks are then identified based on the assessment results and appropriate responses are implemented accordingly. With regard to all local subsidiaries, including joint ventures, Honda works to identify any risk concerns by conducting an annual assessment of Group companies to check if their operations comply with the Associate Relations Policies. In FY2022, this assessment was conducted for 111 bases'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Identifying risks through relevant business relationships</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe ongoing global risk identification in consultation with stakeholder/HR experts: Although the Company indicates that risk identification/assessment is conducted annually, no evidence was found that the Company consults with both affected stakeholders and human rights experts in the process to identify which are the potential human rights risks and impacts that it faces. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Triggered by new circumstances</li> <li>• Not Met: Describes risks identified</li> </ul>
B.2.2	Assessing human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describe process for assessment of HR risks and discloses salient HR issues: The Company discloses in its sustainability report its risk management structure, including risk management committee. It also indicates that 'Honda carries out risk assessment activities for each of its Business Operations, Regional Operations and Supervisory Units. The purpose of these activities is to foresee potential risks surrounding Honda's businesses and respond beforehand to minimize these risks. Each department performs annual risk evaluation using the Group's common risk items and evaluation criteria to identify the division priority risks. Each of the Operations and the Supervisory Units carries out repeated discussions based on the results of the risk assessment of each department. They then identify and respond to the Operations priority risks based on the judgment of the Operations Risk Management Officer'. It also indicates that 'In its company-wide risk assessment activities, Honda has set up a category on human rights. Once a year, each department conducts a risk assessment in accordance with the Honda Group's common criteria. The department priority risks are then identified based on the assessment results and appropriate responses are implemented accordingly. With regard to all local subsidiaries, including joint ventures, Honda works to identify any risk concerns by conducting an annual assessment of Group companies to check if their operations comply with the Associate Relations Policies. In FY2022, this assessment was conducted for 111 bases'. No evidence found however, in relation to how social, economic, geographic or other factors were taken into account in the process to determine which are the Company's salient issues. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: How process applies to supply chain</li> <li>• Not Met: Public disclosure of the results of HR assessment: The company indicates that 'in FY2022, no incidents were identified'. However, this seems to refer only to the compliance monitoring actions. This subindicator looks for evidence of what the Company considers to be its salient risks, even if no incident has taken place in last reporting year. Also, evidence seems to focus in its own operations only. In its general risk management section of the report the Company discloses 'Company-wide priority risks'. However, no evidence found of which are</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>the Company's human rights salient risks and impacts. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: How it involved affected stakeholders in the assessment</li> </ul>
B.2.3	Integrating and acting on human rights risks and impact assessments	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Action Plans to mitigate risks: The Company indicates that 'Honda carries out risk assessment activities for each of its Business Operations, Regional Operations and Supervisory Units. The purpose of these activities is to foresee potential risks surrounding Honda's businesses and respond beforehand to minimize these risks. Each department performs annual risk evaluation using the Group's common risk items and evaluation criteria to identify the division priority risks. Each of the Operations and the Supervisory Units carries out repeated. It is not clear, however, how the Company includes action plans for the human rights impacts that it considers to be salient, as part of the due diligence process that determines which are the actual human rights impacts that need to be faced. Current evidence seems to refer to a general risk management process that includes human rights. However, no evidence found that the Company considers specific human rights risks and impacts that need to be addressed. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Description of how global system applies to supply chain: It also states that 'As for suppliers, Honda published the Honda Supplier Sustainability Guidelines in 2018, which state Honda's basic approach to human rights and labor matters, such as forced labor and child labor. Honda has asked its suppliers to put these guidelines into practice'. No evidence found of a system to take action against the human rights risks and impacts that the Company considers to be salient in its supply chain. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Example of actions decided on at least 1 salient HR issues</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Involve stakeholders in decisions about actions</li> </ul>
B.2.4	Tracking the effectiveness of actions to respond to human rights risks and impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: System for tracking or monitor if actions taken are effective: The Company indicates that 'The Risk Management Committee not only identifies internal risks but also gathers information that flexibly keeps abreast of external risk trends. The committee uses such internal and external information to ascertain specific risk scenarios and conduct an impact analysis in contrast to Honda's business strategies. Management members hold discussions based on this objective risk analysis to determine a response policy and structure for company-wide risks that Honda should address and that are consistent with management strategies. Among these risks, Honda regularly monitors the response status for company-wide priority risks deemed particularly important as an entire corporate entity'. However, it is not clear how the Company monitors actions taken to face salient human rights issues, as it is not clear what are the salient issues and how it takes measures to prevent or mitigate them. Current evidence indicates that the Risk Committee monitors response status for company-wide priority risks, but there is no evidence that the due diligence approach considers specific human rights as salient and takes actions to face them, how it gathers evidence in relation to its success. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda">global.honda</a>]</li> <li>• Not Met: Lessons learnt from checking system effectiveness</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: Involve stakeholders in evaluation of actions taken</li> </ul>
B.2.5	Communicating on human rights impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provides two examples of comms with stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe challenges to effective comms and how it is working to address them</li> </ul>

## C. Remedies and Grievance Mechanisms (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	1.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Channel accessible to all workers: The sustainability report indicates that 'Honda established the Business Ethics Kaizen Proposal Line as a structure for improving corporate ethics issues. This hotline addresses issues involving corporate ethics in cases of actions that violate laws or internal rules. This allows the Company to accept proposals and provide consultation, from a fair and neutral standpoint, for associates who face barriers in improving or resolving issues in the workplace for reasons such as difficulties in consulting with superiors [...] Proposals are accepted by email, letter, telephone or fax from all subsidiaries and suppliers in Japan and overseas, as well as from the parent company. We ensure protection of the Kaizen proposers and anonymous proposals are also accepted. Moreover, the Company established a point of contact within an external law office to facilitate associates to submit proposals. As for overseas, local points of contact have been established in all Regional Operations, while some subsidiaries set up their own points of contact'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Channel is available in all appropriate languages and workers aware: It also states that 'In order to raise internal awareness of the points of contact, Honda provides notice on its intranet, distributes information cards to all associates, including fixed-term employees and temporary workers, and displays information posters in each workplace. These tools clearly state that the Kaizen proposers are protected. In addition, Honda observes how well these points of contact are recognized through an annual associate vitality survey for all associates. For departments found in these surveys to have low recognition of the points of contact, the Company makes additional efforts to increase their awareness'. In addition, as indicated above, 'local points of contact have been established in all Regional Operations, while some subsidiaries set up their own points of contact'. Local contact points are assumed to operate in local language.</li> <li>• Met: Describe how workers in the supply chain have access to grievance mechanism: The Company states that 'via the Business Ethics Improvement Proposal Line, Honda accepts reports and requests for consultation from all suppliers from a fair and neutral standpoint'. The supplier code includes a provision in relation to whistleblower protection: We shall assure that employees and business associates will not be subject to termination, threats, harassment or other adverse action by reason of making a grievance report'. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>] &amp; [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Expect Suppliers to convey expectation to their own suppliers</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Grievance mechanism for community: The sustainability report indicates that 'Honda established the Business Ethics Kaizen Proposal Line as a structure for improving corporate ethics issues. This hotline addresses issues involving corporate ethics in cases of actions that violate laws or internal rules. This allows the Company to accept proposals and provide consultation, from a fair and neutral standpoint, for associates who face barriers in improving or resolving issues in the workplace for reasons such as difficulties in consulting with superiors [...] Proposals are accepted by email, letter, telephone or fax from all subsidiaries and suppliers in Japan and overseas, as well as from the parent company. We ensure protection of the Kaizen proposers and anonymous proposals are also accepted. Moreover, the Company established a point of contact within an external law office to facilitate associates to submit proposals. As for overseas, local points of contact have been established in all Regional Operations, while some subsidiaries set up their own points of contact'. It is not clear, however, if the Company's external stakeholders can use this channel to file complaints against the Company. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describes accessibility and local languages and stakeholder awareness</li> <li>• Not Met: Communities access mechanism direct or through suppliers</li> <li>• Not Met: Expect supplier to convey expectation to their own suppliers</li> </ul>
C.3	Users are involved in the design and performance of the	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engages users to create or assess system: The Company indicates that 'Honda observes how well these points of contact are recognized through an annual associate vitality survey for all associates. For departments found in these</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	channel(s)/mechanism(s)		<p>surveys to have low recognition of the points of contact, the Company makes additional efforts to increase their awareness'. However, this seems to refer only to awareness of the channel. It is not clear whether surveys also can be/are used to engage on the performance of the mechanism. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Examples (at least two) of how they do this</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Engages with potential or actual users on the improvement of the mechanism</li> <li>• Not Met: Provides user engagement example (at least two) on improvement</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are equitable, publicly available and explained	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Response timescales and how complainants will be informed: The Company indicates that 'In order to raise internal awareness of the points of contact, Honda provides notice on its intranet, distributes information cards to all associates, including fixed-term employees and temporary workers, and displays information posters in each workplace. These tools clearly state that the Kaizen proposers are protected. In addition, Honda observes how well these points of contact are recognized through an annual associate vitality survey for all associates. For departments found in these surveys to have low recognition of the points of contact, the Company makes additional efforts to increase their awareness'. No evidence found, however, on what are the response timescales and how complainants are kept informed throughout the grievance process. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: Describe support (technical, financial,etc) available for equal access by complainants</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Describe types of outcome to complainant through use of mechanism</li> <li>• Not Met: Escalation to senior/independent level</li> </ul>
C.5	Prohibition of retaliation for raising complaints or concerns	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Public statement prohibiting retaliation: The Company indicates that it 'has established the Business Ethics Kaizen Proposal Line as a point of contact for internal whistleblowing. In addition to internal points of contact, the Company has also established an external point of contact in a law firm. These points of contact are operated under rules that include the protection of anyone making use of the Proposal Line'. No evidence found, however, of a formal statement prohibiting retaliation. In addition, this statement is expected to cover also external stakeholders. No evidence was found that external stakeholders can file complaints. [2022 Convocation of General Meeting of Shareholders, 03/06/2022: <a href="#">global.honda</a>] &amp; [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> <li>• Met: Practical measures to prevent retaliation: The Company states that it established the Business Ethics Improvement Proposal Line: 'Proposals are accepted by email, letter, telephone or fax from all subsidiaries and suppliers in Japan and overseas, as well as from the parent company. We ensure protection of the Kaizen proposers and anonymous proposals are also accepted'. [Honda Sustainability Report 2020, 07/2020: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Company indicate it will not retaliate against workers/stakeholders</li> <li>• Not Met: Expects suppliers to prohibit retaliation against workers/stakeholders</li> </ul>
C.6	Company involvement with state-based judicial and non-judicial grievance mechanisms	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Complainants not asked to waive rights</li> <li>• Not Met: Company does not require confidentiality provisions</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Will work with state based non judicial mechanisms</li> <li>• Not Met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes how remedy has been provided</li> <li>• Not Met: Says how it would provide remedy for victims if no adverse impact identified</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Changes to systems, processes and practices to stop similar impact</li> <li>• Not Met: Describe approach to monitoring implementation of agreed remedy</li> <li>• Not Met: Approach to learning from incident to prevent future impacts</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.8	Communication on the effectiveness of grievance mechanism(s) and incorporating lessons learned	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Number grievances filed, addressed or resolved and outcome achieved: The Company reports that in FY 2020, 429 suggestions and consultations were handled by the Business Ethics Improvement Proposal Line. However, no evidence found how many of the cases were related to human rights. [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: How lessons from mechanism improve management system</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Evaluation of the channel/mechanism and changes made as result</li> <li>• Not Met: Describes procedures to address delays of outcomes agreed with stakeholders</li> </ul>

## D. Performance: Company Human Rights Practices (25% of Total)

### D.5 Automotive Manufacturing

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.1.a	Living wage (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Pays living wage or sets target date</li> <li>• Not Met: Describes how living wage determined</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Paying living wage</li> <li>• Not Met: Definition of living wage reviewed with unions</li> </ul>
D.5.1.b	Living wage (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses living wage requirements in supplier code or contracts: The supplier guidelines indicate that 'we respect wages, including overtime and benefits, shall comply with local law, including those relating to minimum wages, overtime and legally mandated benefits'. However, no evidence found of a time bound target for suppliers to pay all workers a living wage or including living wage requirements in supplier code or contracts. Although there is no universal definition of living wage, CHRB expects a commitment that at least provides for basic needs and some discretionary income for the employee and his/her family and or depends. [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Improving living wage practices of suppliers</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by payment below living wage</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.5.2	Aligning purchasing decisions with human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Avoids business model pressure on HRs (purchasing practices): The Company reports in relation to its 'basic approach to purchasing' which includes the supplier sustainability guidelines, and the 'Three Purchasing Principles' which include 'respect suppliers' management and dignity'. However, no evidence found in relation to specific practices it adopts to avoid price or short notice requirements or other business considerations undermining human rights. Evidence found seems to focus in supplier compliance. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Practices adopted to pay suppliers in line with agreed timeframes</li> <li>• Not Met: Review own operations to mitigate negative impact</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Examples of how it assessed, addressed and change purchasing practices</li> </ul>
D.5.3	Mapping and disclosing the supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Identifies direct and indirect suppliers back to manufacturing sites (factories or fields): The Company discloses regional distribution of purchase volume and that 'a department in Japan supervises the overall, global purchasing functions and provides coordination across regions and businesses and formulates sustainability policies and goals'. However, no evidence found on whether the Company is mapping its supply chain, including direct and indirect suppliers back to source (factories, fields, etc.) [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Discloses names and locations of significant parts of SP and why</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Discloses which direct or indirect suppliers is involved in higher-risk activities</li> </ul>
D.5.4.a	Prohibition of child labour: Age verification and corrective actions (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Does not use child labour: The Human rights policy states that 'we respect each individual's fundamental human rights and do not allow forced labor or child labor of any form, including human trafficking'. [Human rights policy (website policy), 01/06/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: Age verification of workers recruited: The Company indicates that conducts risk assessments. However, no explicit evidence found of age verification measures of workers recruited. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Remediation if children identified</li> </ul>
D.5.4.b	Prohibition of child labour: Age verification and corrective actions (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Child Labour rules in codes or contracts: In the Supplier Sustainability Guidelines, the Company states that 'we do not permit the employment of minors who do not meet the legal minimum working age of each country and region'. The Company indicates that 'based on the inspection results, the Company identifies high-risk suppliers who are prone to problems and may have a significant impact on Honda when a problem does occur. In a written survey, Honda carries out the following three activities accordingly. Distribute a check sheet based on international standards. Confirm the compliance status of the guidelines. promote improvement'. However, to award this indicator, evidence on verifying the age of job applicants and workers and remediation programmes are needed. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: How working with suppliers on child labour: The Company states that 'The audit check sheet sets broad categories for evaluation that include the environment, compliance and information disclosure in addition to human rights and labor matters, such as child labor and forced labor, in an effort to verify supplier activities.' However, it is not considered as 'working together with suppliers' to eliminate child labour and to improve working conditions, but supplier monitoring/evaluation. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by child labour in supply chain</li> <li>• Not Met: Analysis of trends in progress made</li> </ul>
D.5.5.a	Prohibition of forced labour: Recruitment fees and costs (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Job seekers and workers do not pay recruitment fee</li> <li>• Not Met: Commits to fully reimbursing if they have paid</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How practices are implemented and monitored for agencies, labour brokers or recruiters</li> </ul>
D.5.5.b	Prohibition of forced labour: Recruitment fees and costs (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Debt and fees rules in codes or contracts: In the Supplier Sustainability Guidelines, the Company states that 'we will not partake in any form of human trafficking, forced, bonded (including debt bondage) or indentured labour, slavery or trafficking of persons will not be tolerated.' [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: How working with suppliers on debt &amp; fees</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by payment of recruitment fees</li> <li>• Not Met: Analysis of trends in progress made</li> </ul>
D.5.5.c	Prohibition of forced labour: Wage practices (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Pays workers in full and on time</li> <li>• Not Met: Payslips show any legitimate deductions</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How these practices are monitored for agencies, labour brokers or recruiters</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.5.d	Prohibition of forced labour: Wage practices (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Requirement for suppliers to pay workers in full and on time in codes or contracts: The Supplier sustainability guidelines indicate that 'We will not partake in any form of human trafficking, forced, bonded (including debt bondage) or indentured labor, slavery or trafficking of persons will not be tolerated. This includes, but is not limited to, transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, deception, abduction or fraud for labor services'. Although the document also includes requirements on wages, no evidence was found, however, of a requirement for suppliers to pay in full and on time. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: How working with supply chain to pay workers regularly and on time</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by failure to pay directly</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.5.5.e	Prohibition of forced labour: Restrictions on workers (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Does not retain documents or restrict movement</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How these practices are monitored for agencies, labour brokers or recruiters</li> </ul>
D.5.5.f	Prohibition of forced labour: Restrictions on workers (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Free movement rules in codes or contracts: The supplier sustainability guidelines state that 'We will not partake in any form of human trafficking, forced, bonded (including debt bondage) or indentured labor, slavery or trafficking of persons will not be tolerated. This includes, but is not limited to, transporting, harboring, recruiting, transferring or receiving persons by means of threat, force, coercion, deception, abduction or fraud for labor services'. No evidence found, however, of an explicit requirement to prohibit suppliers from retaining workers' personal documents or restricting workers freedom of movement or requiring workers to use company provided accommodation. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: How working with suppliers on free movement</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by retaining docs or restricting movement</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.5.6.a	Freedom of association and collective bargaining (in own production or manufacturing operations)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Commits not to interfere with union rights / Steps to avoid intimidation or retaliation: In the Associate Relations Policies, the Company states that it respects 'freedom of association, or not to associate, and collective bargaining, the Company will attempt to resolve any and all issues in line with the laws, conventions and usages of each respective country and region'. However, it is not clear if the Company is committed to respect these rights in contexts where these rights are restricted under local laws, as it indicates that will respect this rights 'in line with the laws' and 'conventions and usages'. In addition, this subindicator looks for evidence of measures in place to avoid intimidation or retaliation against union members or representatives. [Human rights policy (website policy), 01/06/2022: <a href="#">global.honda</a>] &amp; [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> <li>• Met: Discloses % total direct operations covered by collective CB agreements: The Company reports that approximately 85% of the employees of the Company and its Japanese subsidiaries were members of the Federation of All Honda Workers' Union (AHWU) as of 31 March 2020. [Form 20F 2020, 06/2020: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.5.6.b	Freedom of association and collective bargaining (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: FoA &amp; CB rules in codes or contracts: In the Supplier Sustainability Guidelines, the Company states that 'associates shall, in accordance with local laws, have the right to associate freely, and join - or choose not to join - labour unions or workers' councils. However, it does not explicitly state about collective bargaining in the supplier guidelines and how to deal with suppliers located in countries where the freedom of association and collective bargaining are restricted by the laws. No evidence found of requirements to prohibit intimidation, harassment or retaliation against union members or representatives. [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: How working with suppliers on FoA and CB</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of the number affected by restrictions to FoA and CB in the SP</li> <li>• Not Met: Provides analysis of trends demonstrating progress</li> </ul>
D.5.7.a	Health and safety: Fatalities, lost days, injury, occupational disease rates (in own production of manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Describes process to identify H&amp;S risks and impacts: As a workplace health and safety governance structure, Honda has established a Health and Safety Committee, led by the Health and Safety Management Division, to enforce safety and health governance. Issues are shared and discussed jointly among labor and management for establishing a system to realize a safe and comfortable work environment. Additionally, Honda conducts occupational health and safety audits to check on the operation of an Occupational Safety and Health Management System (OSHMS) and progress in implementing compliance-related matters. These audits follow an OSHMS approach and are conducted by the Company-wide Safety and Health Audit Committee chaired by the officer of Honda in charge of health and safety. ' [Sustainability report 2021, 2021: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Met: Injury Rate or Lost days or Near Miss disclosures for last reporting period: The Company reports lost time injury frequency rate for the last five reporting years including both Global figures and for Japan. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Met: Discloses Fatalities for last reporting period: In FY 2021, the company reported that 'no incidents were identified'. [Sustainability report 2021, 2021: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Occupational disease rate for last reporting period</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Set targets for H&amp;S performance</li> <li>• Not Met: Met targets or explain why not or what is doing to improve management systems</li> </ul>
D.5.7.b	Health and safety: Fatalities, lost days, injury, occupational disease rates (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Sets out clear Health and Safety requirements</li> <li>• Not Met: Injury rate disclosures and lost days (or near miss disclosures) for the last reporting period</li> <li>• Not Met: Fatalities disclosures for lasting reporting period</li> <li>• Not Met: Occupational disease rates for the last reporting period</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: How working with suppliers on H&amp;S</li> <li>• Not Met: Assessment of the number affected by H&amp;S issues in the SP</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>
D.5.8.a	Women's rights (in own production or manufacturing operations)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Process to stop harassment and violence against women: The Company Code of Conduct state 'I will respect fellow associates, interact with them in a sincere and appropriate manner, and never engage in any form of harassment or unjust, discriminatory behavior in the workplace. In Addition, the company 'operates a harassment counselling hotline for all associates in order to prevent any harassment in the workplace and to facilitate the rapid and appropriate resolution of incidents.' [Honda Sustainability Report 2020, 07/2020: <a href="https://global.honda.com">global.honda</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Working conditions take account of gender: The Company states that it provides programme to 'Expand women's participation', including the following initiatives: 'Continue to support career development during child care leave (July 2016~)[...] Continue to provide seminars on the know-how of balancing work and child care (August 2017~); Initiative 3: Constantly strive to create an environment enabling women to build a career, Establish and increase company nurseries (April 2017~) [...]'. However, no further details found including how take into consideration reproductive health. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: Measures and steps to address gender pay gap at all levels of employment: As indicated above, the Company discloses 'major initiatives for Expanding Women's participation' from 2015. It also discloses 'Base salary and ratio of total compensation for males and females in Japan'. However, no evidence found of specific measures to address gender pay gap at all levels of employment. [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meet all requirements under score 1</li> <li>• Not Met: Provides analysis of trends demonstrating closing gender pay gap</li> </ul>
D.5.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Women's rights in codes or contracts: Although the supplier guidelines include requirement on non-discrimination this subindicator looks for three specific requirements: provide equal pay for equal work, introduce measures to ensure equal opportunities throughout all levels of employment and eliminate health and safety concerns that are particularly prevalent among women workers. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> <li>• Not Met: How working with suppliers on women's rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment on the number affected by discrimination or unsafe working conditions</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>
D.5.9.a	Working hours (in own production or manufacturing operations)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Respects max hours, min breaks and rest periods in its own operations</li> <li>• Not Met: Assesses ability to comply with its commitments when allocating work/targets</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Meets both requirements under score 1</li> <li>• Not Met: How it implements and checks this in its operations</li> </ul>
D.5.9.b	Working hours (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Working hours in codes or contracts: In the Supplier Sustainability Guidelines, the Company states that 'we comply with the laws of each country and region regarding the setting of employees' working hours (including overtime) and the granting of scheduled days off and paid annual vacation time'. The Company indicates that for high-risk suppliers it carries out activities that include 'distribute a check sheet based on international standards'. However, no evidence found regarding either requirement to respect international standards or, in addition to existing requirements, require regular working week standard of maximum of 48 hours. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>] &amp; [2022 Sustainability report, 26/07/2022: <a href="#">global.honda</a>]</li> <li>• Not Met: How working with suppliers on working hours</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Assessment of number affected by excessive working hours</li> <li>• Not Met: Provide analysis of trends in progress made</li> </ul>
D.5.10.a	Responsible Mineral Sourcing: Arrangements with suppliers and smelters/refiners in the mineral resource supply chains	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Due diligence in accordance with OECD Guidance in supplier contracts: The Supplier sustainability guidelines requires that, 'for procurement of mineral resources contained in the product, Companies are expected to use validated conflict free smelters and refiners'. It also indicates the following: 'suppliers are expected to comply with these guidelines along with their "Regional Purchasing Agreement'. No evidence found, however, of explicit requirement in supplier code to conduct due diligence in accordance with OECD Guidelines. [Supplier Sustainability Guidelines, 31/08/2018: <a href="#">global.honda</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not Met: Works with smelters/refiners and suppliers to build capacity: The Sustainability report indicates that 'For conducting the surveys, Japan Automobile Manufacturers Association, Inc. has created for suppliers a manual for filling out survey forms as well as tools for tabulating survey results. Also, in collaboration with such entities as the Japan Auto Parts Industries Association and the Japan Electronics and Information Technology Industries Association, Honda is examining efficient survey methods and is working to understand and analyze survey results while implementing various working activities on a regular basis. In North America, Honda is working with the Responsible Minerals Initiative (RMI), an international initiative promoting responsible mineral procurement, to encourage smelters and refiners to participate in the Responsible Minerals Assurance Process (RMAP)'. However, no details found on the actual work conducted with smelters/refiners (even if through the RMI). [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>Score 2</li> <li>• Not Met: Contractual requirement to disclosure smelter/refiner information</li> <li>• Not Met: Contractual requirement covers all minerals</li> </ul>
D.5.10.b	Responsible Mineral Sourcing: Risk identification in mineral supply chain	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Risk identification and disclosure in line with OECD Guidance: The Company indicates that 'Since 2013, Honda has surveyed its suppliers worldwide concerning the use of conflict minerals. In FY2022, Honda received responses from more than 7,000 suppliers. [...] In the event that the survey reveals any minerals of concern, regardless of source country, Honda works together with its suppliers to take appropriate measures. The Company is also working to improve the accuracy of its survey, requesting further investigation when survey responses are insufficient. See below further description of smelter identification. The Supplier sustainability guidelines also includes requirements regarding conflict minerals. However no details found in relation to what are the risks identified. [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Met: Identification of smelter/refiners and OECD Guidance: The Company states that it 'requested information from suppliers about the smelters and refiners in their supply chains using the CMRT. Honda reviewed responses from direct suppliers and those responses identified some, but not all of the smelters and refiners in our supply chains. Honda leveraged the Responsible Minerals Assurance Process ("RMAP"), initiated by the RMI, and used RMI's website to determine whether the smelters and refiners identified by our suppliers are verified as RMAP conformant smelters and refiners'. [Conflict minerals report 2019, 26/05/2020: <a href="https://global.honda.com">global.honda</a>]</li> <li>Score 2</li> <li>• Met: Discloses smelters/refiners judged in line with OECD Guidance: The Company lists the smelters or refiners reported as certified conflict-free by its suppliers, which it has matched with RMAP conformant smelters and refiners listed on the RMI website. [Conflict minerals report 2019, 26/05/2020: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Risk identification and disclosure covers all minerals</li> </ul>
D.5.10.c	Responsible Mineral Sourcing: Risk management in the mineral supply chain	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Describes mineral risk management plan for supply chain: The Company disclosed risk mitigation steps it will take: 'Honda will continue to work with any relevant industry groups, including JAMA, JAPIA and AIAG, to define and improve best practices and build leverage over the supply chain in accordance with the OECD Guidance; Honda will continue to engage with its direct suppliers and direct them to obtain responses from all lower tier suppliers subject to the RCOI survey, and to improve the content of the RCOI survey responses'. However, no further details found in specific actions taken with the aim of mitigating risk beyond working with relevant industry groups to define and improve practices. The Company also describes that 'if a supplier fails to follow the Guidelines, Honda immediately receives a report from the supplier and works to prevent a recurrence by requesting them to analyze the cause and draw up the corrective action plan'. However, this refers to a corrective action following non-compliances. However, this subindicator is looking for a risk management plan to address risks faced in relation with conflict minerals rather than an individual corrective action plan following a non-compliance from a supplier. [Conflict minerals report 2019, 26/05/2020: <a href="https://global.honda.com">global.honda</a>] &amp; [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Monitoring, tracking and whether better risk prevention/mitigation over time</li> <li>• Not Met: Disclose better risk prevention/mitigation over time</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
			Score 2 <ul style="list-style-type: none"> <li>• Not Met: Suppliers and stakeholders engaged in risk management strategy</li> <li>• Not Met: Risk management and response processes cover all minerals</li> </ul>
D.5.11	Responsible Materials Sourcing	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Due diligence for raw materials in supplier code/contracts: The Company has provided feedback to CHRB regarding this indicator. However, evidence was not material. This indicator looks for specific evidence of due diligence requirements for raw materials different than conflict minerals (i.e. rubber, leather, lithium, etc.) [2022 Sustainability report, 26/07/2022: <a href="https://global.honda.com">global.honda</a>] &amp; [Supplier Sustainability Guidelines, 31/08/2018: <a href="https://global.honda.com">global.honda</a>]</li> <li>• Not Met: Works with suppliers to build capacity in risk assessment and due diligence</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Meets all requirements under score 1</li> <li>• Not Met: Identify the sources of high-risk raw materials in its supply chain</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> <li>• Area: Health and Safety</li> <li>• Headline: Explosion at Honda Atlas factory kills six workers in Pakistan</li> <li>• Story: An incident at Honda Atlas factory in Karachi, Pakistan, on November 14, 2020, resulted in the deaths of six workers. The victims, Shah Zaman, 34, Muhammad Saleem, 35, Imran, 30, Khalid, 33, Aamir Sufi, 35, and Inayat, 25 were rushed to the Dr. Ruth Pfau Civil Hospital in Karachi for treatment but all succumbed to their wounds. All had experienced 100 percent burns. The only survivor brought to the hospital, Faheem, was subject to 10 percent burns. In response to the incident, a First Information Report, citing management for negligence as the cause of the incident, was filed at Karachi's Shah Latif Town police station against Honda Atlas, a joint venture between Honda Motor Company Ltd. and Atlas Group. According to the Tribune, the Honda Atlas management attempted to compensate for the decline in demand for batteries by experimenting with the factory's ability to refine aluminium. The experiment, however, failed as the furnaces, not designed to handle aluminium, malfunctioned. Once the liquid metal reached 500 degrees Celsius, it exploded. Boiling metal then surged from the furnace, spilled over the workers, and caused severe burns.  [Dawn, 15/11/18, "Six workers die, one injured as boiler explodes in Karachi factory": <a href="https://www.dawn.com">dawn.com</a>] [Tribune, 15/01/19, "Court orders fresh FIR over furnace blast deaths": <a href="https://www.tribune.com.pk">tribune.com.pk</a>] [Times of Islamabad, 16/11/18, "Blast in Honda Atlas Factory kills at least six workers": <a href="https://www.timesofislamabad.com">timesofislamabad.com</a>]</li> </ul>
E(1).1	The company has responded publicly to the allegation	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Public response: Honda Motor Company Ltd. initially provided a public statement on its website, denying the incident took place. [Clarification, 2022: <a href="https://atlashonda.com.pk">atlashonda.com.pk</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Detailed response: The statement provided by the company does not address the details of the allegation in any way. [Clarification, 2022: <a href="https://atlashonda.com.pk">atlashonda.com.pk</a>]</li> </ul>
E(1).2	The company has investigated and taken appropriate action	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not Met: Engaged with stakeholders: The company did not engage with the affected stakeholders (the legal heirs of the workers who did in the event and the surviving worker) to investigate the causes that led to the event.</li> </ul> The company provided a feedback for this indicator referencing the clarification statement. However it was found not material for the assessment of this indicator. [Clarification, 2022: <a href="https://atlashonda.com.pk">atlashonda.com.pk</a> ] <ul style="list-style-type: none"> <li>• Not Met: Identified cause: While there are investigative results outlining the causes for the event, the company itself was not engaged in the investigation or the publishing of the results. [Clarification, 2022: <a href="https://atlashonda.com.pk">atlashonda.com.pk</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not Met: Identified and implemented improvements</li> <li>• Not Met: Stakeholder input to steps taken</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).3	The company has engaged with affected stakeholders to provide for or cooperate in remedy(ies)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provided remedy: There is evidence that Atlas Group may have reached an agreement with the 'legal' heirs of the victims, who did not want to pursue a criminal case against the company. However, there is no indication that this was accomplished through Honda Motor's using its leverage over Atlas Group. This is supported by the statement published by the company denying the incident took place.</li> </ul> <p>[Clarification, 2022: <a href="http://atlashonda.com.pk">atlashonda.com.pk</a>]</p> <ul style="list-style-type: none"> <li>• Not Met: Evidence for lack of Impact or link: The company provided feedback but, while denying the allegation, it does not provide any evidence to support its claim.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Remedy satisfactory to stakeholders [Naya Daur, 26/12/18, "Brother of Atlas factory fire victim moves court": <a href="http://nayadaur.tv">nayadaur.tv</a>]</li> <li>• Not Met: Remedy delivered</li> <li>• Not Met: Independent remedy process used</li> </ul>
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> <li>• Area: Health and Safety</li> <li>• Headline: Hero MotoCorp, Honda Motorcycle and Scooter India, and Maruti Suzuki India urged to address work safety issue in supply chain in India</li> <li>• Story: Of the 1369 cases of serious injuries reported in four years in the automotive belt of Gurugram-Manesar, India, an 'overwhelming number' of those injured were from Maruti-Suzuki, Hero MotoCorp and Honda Motorcycle and Scooter India, according to the press. Allegedly, two other firms have had similar problems -- Harley Davidson and Suzuki Motorcycle -- but they reportedly have a significantly lower scale than the aforementioned companies. According to the report from the organization SafeInIndia, these accidents were related to crush injuries, which resulted in 61% of workers affected losing their hands or fingers. These accidents were usually caused by safety sensors or other safety mechanisms malfunctioning, but other causes attributed include lack of/poor safety gear, lack of operating and/or safety training, and excessive production pressure from supervisors.</li> </ul> <p>[BusinessToday India, 11/08/2019, "Suppliers to three major OEMs - Maruti, Hero MotoCorp and Honda account for bulk of 1,369 injured workers": <a href="http://businesstoday.in">businesstoday.in</a>] [SafeInIndia, 07/2019, "CRUSHED THE UNFORTUNATE SAGA OF THOUSANDS OF HANDS AND FINGERS LOST IN THE AUTOMOTIVE INDUSTRY IN GURGAON, INDIA": <a href="http://60d15e1f-27ff-4be1-8827-f7f0b5f74084.filesusr.com">60d15e1f-27ff-4be1-8827-f7f0b5f74084.filesusr.com</a>]</p>
E(2).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public response: While the company did not reply to press inquiries after the publication of the report, it did address the allegations when approached by SII in the compilation of the report. The Honda team also assured SII of the importance given to safety by Honda group and that: <ul style="list-style-type: none"> <li>a. They have sought information from their suppliers in accordance to the IS 14489 (code of practice on occupational safety and health audit), which would be analysed and steps would be taken based on the responses by the suppliers</li> <li>b. They would prefer all three regional OEMs to come together on this issue and form an industry level task force. [BusinessToday India, 11/08/2019: <a href="http://businesstoday.in">businesstoday.in</a>] [SafeInIndia, 07/2019: <a href="http://60d15e1f-27ff-4be1-8827-f7f0b5f74084.filesusr.com">60d15e1f-27ff-4be1-8827-f7f0b5f74084.filesusr.com</a>]</li> </ul> </li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Detailed response: The response does not address the issue of worker safety or the scope of the issue.</li> </ul>
E(2).2	The Company has appropriate policies in place	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Engaged with stakeholders: The company has engaged with the suppliers, however, there is no indication that this involved engagement with the affected stakeholders.</li> <li>• Not Met: Identified cause</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not Met: Identified and implemented improvements</li> <li>• Not Met: Stakeholder input to steps taken</li> </ul>
E(2).3	The Company has taken	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not Met: Provided remedy</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	appropriate action		<ul style="list-style-type: none"> <li>• Not Met: Evidence for lack of Impact or link Score 2</li> <li>• Not Met: Remedy satisfactory to stakeholders</li> <li>• Not Met: Remedy delivered</li> <li>• Not Met: Independent remedy process used</li> </ul>

## Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2020 Key Findings report and the 2019 technical annex for more details of the research process.

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