

## **THE HONDA POLICY AGAINST HUMAN TRAFFICKING**

**PURPOSE:** Guided by the beliefs and values in our Corporate Responsibility Statement, American Honda Motor Co., Inc. and its subsidiaries (collectively “Honda”) are committed to being a company society wants to exist. An important part of this commitment is the manner in which we treat our associates and the way in which our vendors, suppliers, and business partners treat their employees. This Policy outlines the efforts Honda makes to seek to eliminate human trafficking, slavery, forced labor and child labor from its global supply chain. This Policy is designed to comply with, and support compliance with, the requirements of Federal Acquisition Regulation 52.222-50 and all other applicable laws and regulations.

**POLICY:** This Policy applies to Honda, its associates, agents, contractors/vendors, subcontractors, suppliers (and their employees) when acting within their scope of employment or contract with Honda.

Honda will not tolerate and will not condone the use of slavery, forced, involuntary or coerced labor, child labor, human trafficking or sex trafficking by any associate, agent, subcontractor or supplier in the operation or support of our business or the sales and distribution of our products.

To that end, Honda shall, and shall require that its associates, agents, contractor/vendors, subcontractors, and suppliers:

1. Not engage in any form of human trafficking, whether by force, fraud, or coercion; or any form of involuntary servitude, peonage, debt bondage or slavery; or any form of sex trafficking or the procurement of any commercial sex act;
2. Not knowingly use any form of forced or involuntary labor, including through the use of (a) threats of serious harm to, or physical restraint against, a person or another person; (b) any scheme, plan, or pattern intended to cause a person to believe that, if the person did not perform such labor or services, that the person or another person would suffer serious harm or physical restraint; or (c) any abuse or threatened abuse of law or the legal process;
3. Not engage in, or support the use of child labor and shall comply with all applicable local child labor laws;
4. Not destroy, conceal, confiscate, or otherwise deny access by an employee to the employee’s identity or immigration documents, such as passports or drivers’ licenses;
5. Not use misleading or fraudulent practices during the recruitment of employees or offering of employment, and shall endeavor to the extent possible to disclose to employees, in a format and language accessible to the employee, the basic information regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if provided or arranged by Honda or its agents), any significant cost to be charged to the employee, and, if applicable, the hazardous nature of the

work. If required by law or contract, provide an employment contract, recruitment agreement, or other required work document in writing, which shall be in a language the employee understands;

6. Comply with all applicable local wages, benefit, and working hours labor laws;
7. Not charge employee recruitment fees and shall not use recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
8. Provide return transportation or pay for the cost of return transportation upon the end of employment for employees who are not nationals of the country where they are working if the employee is brought to that country for purposes of working on U.S. government contract;
9. If Honda or a Honda supplier provides or arranges housing for employees, the housing shall meet the host country housing and safety standards.

Honda has a zero tolerance policy regarding any of its associates, agents, contractors/vendors, subcontractors, or suppliers (or their employees) who engage in or support the use of slavery, forced, involuntary or coerced labor, child labor, human trafficking or sex trafficking. Failure to comply with this Policy will result in disciplinary action up to or including termination of employment. If any agent, contractor/vendor, subcontractor, or supplier is found in violation of this policy, Honda will take prompt, remedial measures to address the violation, up to and including termination of the relationship with Honda.