

Compliance

MHI Group attaches importance to complying with applicable laws and social norms and is promoting fair and honest business practices. For the promotion of such practices, MHI Group established the Compliance Committee, which is chaired by the General Counsel (senior vice president). The Compliance Committee draws up and implements Group-wide compliance promotion plans and confirms their progress. In addition, the Committee works to strengthen compliance on a continuous basis through such means as sharing compliance-related initiatives and cases within the Group.

In addition, MHI Group has also set up whistleblowing hotlines in Japan and overseas in an effort to swiftly respond to various compliance-related risks, including compliance violations or actions that run the risk of becoming compliance violations.

As a global organization, MHI Group employs thousands of individuals from different backgrounds, nationalities, and cultures. Such diversity of talent and perspectives is one of our greatest assets. Having diverse backgrounds, it is important to work together and promote our business under a common corporate culture.

To that end, MHI Group has formulated the MHI Group Global Code of Conduct. Through such efforts as education through e-learning and the distribution of booklets, we strive to disseminate this code of conduct among MHI Group employees around the world. At the same time, we have formulated the Compliance Promotion Global Policy, clarifying basic matters and rules for promoting compliance, such as the organizational framework, roles, and administration standards.

Number of participants in compliance training (e-learning)
Approx. 80,000 people (FY2022)

	FY/cases			
Number of whistleblowing cases, by type	2019	2020	2021	2022
Labor and the work environment	69	83	68	75
Overall discipline and breaches of manners	13	12	6	20
Transaction-related laws	12	5	8	26
Consultations and opinions	2	3	1	4
Others	44	36	45	19
Total	140	139	128	144
(number of corrections and improvements)	(66)	(96)	(65)	(66)

► Compliance Promotion System

(as of April 1, 2023)

