



## **NS United Kaiun Group Human Rights Policy**

NS United Kaiun Group ("NSU Group"), as a global corporate group, has established a Group Corporate Philosophy and a Code of Conduct to realize this philosophy. Recognizing that it is our social responsibility to respect human rights as stated therein, we have newly formulated the "NS United Kaiun Group Human Rights Policy" ("Policy") as follows.

### **1. Scope of Application**

The NSU Group expects all officers, employees and seafarers, regardless of employment status, to comply with the Policy. We will also seek the understanding and cooperation of all business partners related to our business activities with respect to this Policy.

### **2. Respect for and compliance with international norms and laws related to respect for human rights**

The NSU Group respects human rights as stipulated in the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the OECD Guidelines for Multinational Enterprises, the Maritime Labour Convention 2006, and the Children's Rights and Business Principles. We also conduct our business activities in accordance with the United Nations Guiding Principles on Business and Human Rights.

We will additionally comply with the laws and regulations applicable in each country and region in which we conduct business activities.

Where there is a conflict between internationally recognized human rights and the laws and regulations of a country or region, we will pursue ways to respect internationally recognized human rights in accordance with this Policy.

### **3. Respect for Human Rights**

The NSU Group prohibits discrimination on the basis of nationality, race, religion, age, gender, physical or mental disability, sexual orientation, upbringing, or any other unreasonable grounds. We will also endeavor to prohibit long working hours, harassment, forced labor, and child labor; respect freedom of association and the right to collective bargaining; guarantee minimum wages and living expenses; and ensure safety and health in the workplace.

### **4. Initiatives to Respect Human Rights**

The NSU Group will establish a scheme for performing human rights due diligence led by the Internal Control and Compliance Committee under the supervision of the ESG Committee chaired by the President and of the Board of Directors to identify potential and actual negative impacts on human rights in its business activities and value chain and continuously implement measures to prevent or minimize these impacts.

We will appropriately disclose information on our efforts and progress in respecting human rights through our website and integrated reports.

## **5. Correction and Remedy**

In the event that the NSU Group is found to have caused, encouraged, or involved itself in any act having a negative impact on human rights in its business activities, it will work to correct and remedy such impact through appropriate procedures.

## **6. Dialogue and Consultation with Stakeholders**

The NSU Group will improve and strengthen its efforts to respect human rights through continuous dialogue and consultation with relevant stakeholders.

## **7. Education and Training**

The NSU Group will provide appropriate education and training to its officers ,employees and seafares in order to ensure that this Policy is instilled and observed.

This Policy was approved by the Board of Directors on January 31, 2023. Subsequent revisions or abolition of the policy will also be determined by approval of the Board of Directors.

January 31, 2023

Kazuma Yamanaka, President and Representative Director  
NS United Kaiun Kaisha, Ltd.