



Modern Slavery Statement for FY2022
NS United Kaiun Kaisha, Ltd.

This statement is made by NS United Kaiun Kaisha, Ltd. (NSU) and NS UNITED SHIPPING (U.K.) LTD. (NSU UK) pursuant to Section 54(1) of the UK Modern Slavery Act 2015 for the fiscal year ended March 2023, with the approval of the Board of Directors of NSU and that of NSU UK, with the objective of preventing forced or compulsory labor and human trafficking in supply chains. NSU and its group companies, including NSU UK, are referred to as the “NSU Group”.

1. Corporate Profile, Business, Supply Chains

• **Corporate Profile**

The NSU Group, headquartered in Tokyo, is a global enterprise that has been engaged in business supporting economic and social infrastructure for more than 70 years. As of the 31st of March 2023, the NSU Group is comprised of a total of 57 consolidated companies and has a global total of 657 employees, including onshore personnel and crewmembers. As a wholly owned subsidiary of NSU, we have 5 overseas offices, including NSU UK, with 31 employees. NSU UK, founded in 1970, is based in London.

• **Business**

The NSU Group is primarily engaged in the business of marine transportation (international shipping and coastal shipping), with major cargoes being energy and resources. NSU UK is assigned a key role in boosting relationships with sustainability-focused customers in Europe, winning new contracts for environmentally conscious business, and collecting information about the situation in Europe as the world leader in promoting environmental action.

• **Supply Chains**

As a marine transportation service provider, the NSU Group builds supply chains with various business partners covering a wide range of sectors from the design, construction, and procurement of ships to the procurement of fuel oil and ship supplies, as well as the handling of cargo and operations at ports and the maintenance and scrapping of ships.

For more information on our corporate profile and business, please refer to our website at:
<https://www.nsuship.co.jp/en/company/outline/>

2. Policies on Prevention of Slavery and Human Trafficking

The NSU Group does not tolerate forced or compulsory labour, human trafficking, or any other form of modern slavery whatsoever, either within the NSU Group or anywhere throughout its value chains, based on the following policies:

• Maritime Labour Convention, 2006 and United Nations Global Compact

The NSU Group is fully committed to compliance with the Maritime Labour Convention, 2006, which describes the seafarer's fundamental rights and principles at work, and strives to improve the work conditions and living environment of seafarers.

Also, as a signatory to the United Nations Global Compact (UNGC), the NSU Group respects the ten principles in four areas set forth in the UNGC.

• NS United Kaiun Group Human Rights Policy

The NSU Group recognizes that, as a global enterprise, it has a corporate social responsibility to respect the human rights of all people. Based on its corporate philosophy, it has established the NS United Kaiun Group Human Rights Policy (the "Policy"), its supreme internal rule with respect to human rights. In order to fulfill its responsibilities regarding human rights, the NSU Group respects the human rights of all stakeholders involved in its business activities and addresses any negative impacts on human rights that may be caused, directly or indirectly, by such business activities. The Policy was approved by the Board of Directors on the 31st of January 2023.

For the full text of the Policy, please refer to our website at:

https://www.nsuship.co.jp/en/sustainability/human/humanrights/pdf/NS_United_Kaiun_Group_Human_Rights_Policy.pdf

• NSU Group's Corporate Code of Conduct

The NSU Group has formulated the Corporate Code of Conduct to provide a set of specific rules for practicing its Basic Philosophy and Management Philosophy. The Corporate Code of Conduct describes the elimination of discrimination and respect for human rights, and states that we "conduct business in compliance with national and regional laws and with respect for international norms as well as culture and custom including human rights".

For the full text of the Corporate Code of Conduct, please refer to our website at:

<https://www.nsuship.co.jp/en/company/philosophy/#anc3>

- **NSU Group Code of Conduct**

- Respect the personality, diverse values and individuality, and respect all basic human rights.
- Respect the human rights of all stakeholders involved in our business activities.
- Comply with applicable laws and regulations in each country or region in which we operate.

Where laws, regulations and international human rights standards differ in the country concerned, we pursue ways to respect internationally recognized human rights.

- Strive to create a safe and comfortable working environment in which the human rights of each employee are respected.
- Provide a healthy and safe working environment free from harassment, and respect the minimum wage, proper management of working hours, and privacy protection.
- No forms of forced labor, child labor and human trafficking are permitted.

3. Human Rights Due Diligence

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.

4. Corrections 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. NSU Group will also carry out effective corrections and remedy.

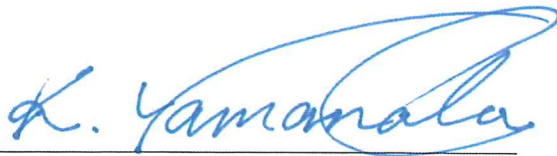
In addition, the NSU Group provides effective correction and remedy programs.

5. Education, Training

The NSU Group provides appropriate education and training to executives and employees to ensure that the Policy is incorporated across the entire spectrum of its business activities and is thereby practiced effectively.

This statement was approved by the Board of Directors of NSU on the 31st of July 2023,
and by the Board of Directors of NSU UK on the 31st of July 2023.

July 31, 2023



Kazuma Yamanaka
President
NS United Kaiun Kaisha, Ltd.

July 31, 2023



Hiroyuki Tamagawa
Managing Director
NS UNITED SHIPPING (U.K.) LTD.