



(2) Initiatives to Support Business Strategies

II. Sustainable shipping strategy



Changes in Business Environment

- Due to the COVID-19 pandemic, it became difficult to schedule crew change, which caused them to stay on board for long periods, leading to the deterioration of working environment.
- With rising awareness about “business and human rights,” the improvement of crews’ well-being, has been required.
- The shortage of seafarers is a serious blow even to the coastal shipping industry, where modal shift from land to sea transport is being promoted.

Expansion of the Scope of Human Rights Due Diligence

Maximization of Crews’ Well-Being

Improvement of Employee Engagement

Create a working environment that allows crews to maximize their own judgment and creativity.

Securing competent crews who will play an important role in competitiveness

Sophistication of Safe Navigation and Promotion of Environmental Response

- Secure and train competent crews and ship officers both coastal and international shipping in the pursuit of safe navigation with the aim of achieving zero-serious accident and zero-disaster.
- Train qualified crews who can support growth strategies to prepare for work on vessels powered by new types of fuels and liquid cargo transportation.

Continuously securing next-generation crews

Continuation of hiring of new graduates
Diversification of recruitment for new employees

Strengthening systems to educate and train crews

Enhancement and clarification of training plans
Sophistication of system linkage

Strengthening vessel management functions

Enhancement of superintendent nurture
Active introduction of IT/DX

Realization of carbon neutrality by 2050

Implementation of the environmental road map toward achieving 2030 reduction targets for total GHG emissions
Consideration on the introduction of next-generation fuels

Pursuit of navigation efficiency improvement

Introduction of energy-saving devices
Pursuit of ultra-slow steaming