



## **Modern Slavery Statement for FY2020**

This statement is made by Mitsui O.S.K. Lines, Ltd. (MOL) and MOL (EUROPE AFRICA) LTD. (MOLEA) pursuant to Section 54(1) of the UK Modern Slavery Act 2015, for the fiscal year 2020 with the approval of the Board of Directors of MOL and MOLEA. MOL and its group companies, including MOLEA, are referred to as the "MOL Group".

### **1. Our Business and Supply Chains**

The MOL Group is engaged in a wide range of social infrastructure business centering on ocean shipping, offshore business, wind power energy business, and logistics. In addition, the MOL Group also operates diversified businesses such as real estate and cruise ship operation, under the MOL Group Corporate Mission which provides that:

From the blue oceans, we sustain people's lives and ensure a prosperous future. Further information about the MOL Group Corporate Mission is available at: <https://www.mol.co.jp/en/corporate/principle/index.html>.

Please refer to the website for details on MOL Group businesses:  
(<https://www.mol.co.jp/en/services/index.html>)

The MOL Group has established diverse supply chains, for example, procurement of bunker oil and ship supplies, outsourcing of tugboats, and logistics services at ports and harbors, because it has developed a wide variety of businesses all over the world. In working to develop business with such suppliers and outsourcing contractors, the MOL Group strives to ensure appropriate conduct and establish fair relationships based on various policies as described below.

### **2. Policies on Prevention of Forced or Compulsory Labor or Human Trafficking**

MOL and MOLEA do not tolerate any forced or compulsory labor, human trafficking, or

any other form of modern slavery whatsoever for the MOL Group and throughout its supply chains, based on the following policies:

#### Rules of Conduct

MOL sets forth "Rules of Conduct," with which executives and employees must comply, to improve the company businesses by realizing better work environments, and to continually increase corporate value while gaining the understanding and cooperation of various stakeholders.

(<https://mol.disclosure.site/en/themes/191>)

Under "2. Respect human rights and refuse to permit discrimination and harassment" in these "Rules of Conduct," MOL strives to modify labor practices that infringe on human rights in supply chains, and to comply with laws relating to forced or compulsory labor and human trafficking, by referring to respect for human rights, refusal of discriminatory practices, and respect for the cultures and customs of all the nations of the world.

In addition, MOLEA has incorporated a "Code of Conduct" into its staff handbook, which sets out the rules employees must follow to reduce the risk of modern slavery in its business.

#### UN Global Compact

The United Nations Global Compact is the world's largest voluntary initiative for the promotion of the world's social and environmental principles. Key principles of the Compact include supporting human rights and to ruling out all forms of forced and child labor.

In 2005, MOL became the first Japanese shipping company to participate in the UN Global Compact, to build strong relationships with various stakeholders worldwide and contribute to the sustainable growth of society.

MOL Group works to support and practice universal principles relating to human rights and labor.

(<https://mol.disclosure.site/en/themes/203>)

#### The Maritime Labour Convention 2006

MOL adheres to the four fundamental rights of seafarers stipulated under the Maritime Labour Convention 2006 which are as follows: (1) freedom of association and the effective recognition of the right to collective bargaining; (2) the elimination of all forms of forced or compulsory labor; (3) the effective abolition of child labor; and (4)

the elimination of discrimination in respect of employment and occupation. Our internal maritime compliance policy also prohibits discrimination and establishes procedures for dealing with complaints about harassment.

(<https://mol.disclosure.site/en/themes/204>)

#### MOL Basic Procurement Policy

To fulfill our responsibility as a corporate group that plays a part in our customers' supply chains, we introduced the "MOL Group Basic Procurement Policy." This policy outlines our stance on CSR activities related to MOL Group's procurement systems. We strive to contribute to the realization of sustainable societies together by ensuring the compliance with laws and regulations covering supply chains, as well as social norms, protecting the environment, doing our utmost to ensure safety, promoting fair trade, and building trust, by implementing this policy throughout the MOL Group and gaining the understanding and cooperation of our business partners.

(<https://mol.disclosure.site/en/themes/211>)

### **3. Actions to Prevent Forced or Compulsory Labor and Human Trafficking**

#### · Training programs

MOL makes special effort to raise awareness for human rights in daily operations throughout the MOL Group. It always makes time for efforts to enlighten executives and staff on issues related to human rights (such as discrimination, harassment, child labor, etc.) in new employee training programs, position-specific training, and mandatory training. It also organizes and presents lectures to prevent harassment at briefing sessions for expatriates before their assignments in Japan and overseas.

MOLEA also provides employees with information concerning slave labor and human trafficking before they join the company to ensure that they have a good understanding of the law relating to modern slavery.

#### · Compliance Advisory Service Desks

MOL has two Compliance Advisory Service Desks – internal and external – for group company employees. Outside attorneys are responsible for the external desk, providing consultation and reporting issues to the Compliance Committee Office. They handle follow-up contacts with persons reporting or seeking consultation on various issues related to the company. The desks also accept anonymous reports, strictly maintaining the confidentiality of anyone reporting an issue. In addition, those who

report a breach of compliance, and those who cooperate in related investigations are fully protected from any reprisal. We also accept reports online for those outside the group companies, i.e. business partners in Japan and overseas.

#### **4. Future Plans**

The MOL Group is committed to fulfilling its social responsibilities and contributing to the creation of a sustainable society by continually organizing in-house training programs relating to human rights, and by striving to strengthen monitoring of its supply chains to prevent forced or compulsory labor, human trafficking, and so on.

This statement was approved by the Board of MOL on September 30<sup>th</sup>, and by MOLEA's Board of Directors on September 29<sup>th</sup>.

September 30, 2021



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Takeshi Hashimoto  
President & CEO  
Mitsui O.S.K. Lines, Ltd.



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Tatsuro WATANABE  
Managing Director  
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