

MOL Group Human Rights Policy

The MOL Group recognizes respecting human rights is a social responsibility that it must fulfill as a company and has established the MOL Group Human Rights Policy (Human Rights Policy) as the basis for all our business activities. This Policy shall be placed at the top of our human rights policies and regulations.

Scope of Application

This policy applies to all executives, employees, and seafarers of MOL Group companies. We also expect all business partners, including suppliers, involved in our business activities to support this policy.

1. Compliance with Applicable Laws and Guidelines

The MOL Group will fulfill its corporate responsibility to respect human rights based on the United Nations Guiding Principles on Business and Human Rights.

We also respect the internationally recognized human rights stipulated within the International Bill of Human Rights, the International Labour Organization Declaration on Fundamental Principles and Rights at Work (which provides for the fundamental rights to work, including freedom of association and the recognition of the right to collective bargaining, the elimination of forced labor, the abolition of child labor, the elimination of discrimination in employment and occupation, and safe and healthy working environment), conventions related to workers' rights, including wages and working hours, the OECD Guidelines for the Conduct of Multinational Enterprises, the Maritime Labour Convention, 2006 which stipulates the basic labor rights of seafarers, the Convention on the Elimination of All Forms of Discrimination against Women, children's rights and business principles, and so on.

In addition, we support the ten principles in four fields set forth in the United Nations Global Compact, whereby we were the first Japanese shipping company to sign.

In each country, we comply with laws and regulations that govern working hours, wages, etc., as well as laws and regulations applicable in each country and region where we conduct business activities.

In cases where these laws and regulations conflict with internationally recognized human rights, we will seek ways to respect internationally recognized human rights whenever possible.

2. Respect for Human Rights in Business Activities

The MOL Group prohibits discrimination based on race, ethnicity, nationality, origin, creed, religion, gender, gender identity, sexual orientation, age, physical or mental disability, marital

status, party affiliation, union membership, and other social status. In addition, we will strive to respect the human rights of all people in our business activities by prohibiting harassment, forced labor, human trafficking, and child labor, reducing excessive working hours, guaranteeing freedom of association and the right to collective bargaining, guaranteeing minimum and living wages, gender equality and respect for women's rights including equal opportunity in employment, reduction of inequality and poverty, and protecting freedom of expression and privacy, and giving consideration to local communities, including local employment, procurement, and community investment.

3. Efforts to Respect Human Rights

The MOL Group has established and will continuously implement a human rights due diligence process throughout the value chain to prevent the occurrence of human rights violations. In order to promote the understanding of this Policy by as many stakeholders as possible, we will strive to develop their capabilities through human rights training for executives and employees, incorporate this Policy into relevant regulations and business activities, and provide explanations to business partners.

In addition, if human rights violations occur directly or indirectly in our business activities, we will promote efforts to take appropriate measures to ensure corrective remedies are in place.

In implementing this Policy, the Sustainability Committee, which is a subordinate to the Executive Committee, will take the lead in deliberations under the supervision responsibility of the Board of Directors, with the Chief Sustainability Officer (CSuO) in charge of execution, and fulfill its responsibility to respect human rights.

4. Dialogue with Stakeholders

The MOL Group will continue to engage in dialogue with business partners (including suppliers and customers), shareholders, investors, local communities, and other stakeholders who may suffer human rights violations as a result of our business activities.

Moreover, we will strive to reduce the risk of human rights violations in our business activities with the advice of third-party organizations and experts.

In addition to these direct communications, we will also strive to disclose information on a regular basis through our website and other means to ensure accountability for our human rights initiatives.

This policy has been enacted and approved by the Board of Directors of Mitsui O.S.K. Lines on 31 March, 2022 and revised on 14 June, 2024.

Enacted on 31 March 2022

Revised on 14 June 2024

Takeshi Hashimoto
Representative Director, President
Mitsui O.S.K Lines, Ltd.