



## Modern Slavery Statement for FY 2024 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 2025, 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 global industry for more than 70 years. As of the 31st of March 2025, the NSU Group is comprised of a total of 57 consolidated companies and has a global total of 656 employees, including onshore personnel and crewmembers. As a wholly owned subsidiary of NSU, NSU has 5 overseas offices, including NSU UK, with 32 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.

<https://www.nsuship.co.jp/en/sustainability/manage/Procurement.html>

#### • Sustainability Promotion System

In June 2024, NSU formed the Sustainability Committee. Chaired by the President and Representative Director, with membership consisting of all Executive Officers, the Committee specializes in sustainability-related issues covering a range of topics, such as human rights, climate change, biodiversity and non-financial information disclosure, and presents reports and recommendations to the Board of Directors.

In March 2025, NSU set up the ESG/ Internal Control Team, which is responsible for promoting initiatives related to human rights and governance, addressing issues in the areas of internal training, non-financial information disclosure. In cooperation with related departments, specifically the Secretary and Personnel Team, which is in charge of promoting human capital-oriented management, and the Environment Conservation Promotion Team, which is committed to reducing environmental impacts, the ESG/Internal Control Team strives to improve the effectiveness of sustainability initiatives, including the prevention of slave labor and human trafficking.

## **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 supply 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.

- **The NSU Group's Approach to Respect for Human Rights**

Our Corporate Code of Conduct contains items on the abolition of discrimination and on respect for human rights. It clarifies that "We conduct our business while complying with the laws of each country and region and while respecting international norms, cultures, and customs, which include items pertaining to human rights."

Also, in our Code of Conduct, the NSU Group has stipulated respect for human rights as a standard with which all executives and employees of the NSU Group must comply.

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

The NSU Group has also established the NS United Kaiun Group Human Rights Policy based on our awareness that respect for human rights as stipulated in our Code of Conduct is a social responsibility that should be fulfilled as a company.

<https://www.nsuship.co.jp/en/sustainability/social/humanrights.html>

- **Approach to Human Rights in the Supply Chain**

In August 2024, the NSU Group established the Sustainable Procurement Basic Policy, which incorporates respect for human rights in procurement. Also, in March 2025, the NSU Group established our Guidelines for Suppliers, which ask all our suppliers to cooperate in the sustainability initiatives of the Company, including respect for human rights.

<https://www.nsuship.co.jp/en/sustainability/manage/Procurement.html>

### 3. Human Rights Due Diligence (“HR DD”)

NSU has in place a framework to promote HR DD, which started operation in August 2023. In the promotion framework, NSU is identifying factors causing existing and potential adverse impacts on human rights associated with the Group’s business activities and supply chain operations and taking steps to avoid or minimize the identified impacts in an ongoing manner. We will appropriately disclose information on our efforts and progress in respecting human rights through our website and integrated reports.

The following is a summary of results of HR DD activities conducted in fiscal 2024.

- **Continued Expansion of the Human Rights DD Promotion System**

HR DD promotion framework is composed of the HR DD Promotion Team, with relevant directors and executive officers comprising its membership, the HR DD Secretariat, whose members are from a number of departments, and external human rights experts. Based on the NS United Group Human Rights Policy, each organization meets once a month, in principle, to discuss initiatives for respecting human rights, including HR DD, with mutual collaboration. Also, the Sustainability Committee reports to the Board of Directors every six months on the progress of initiatives related to human rights, and reflects the results of the report on those initiatives.

- **Continuing/Expanding Human Rights DD**

In FY 2024, NSU conducted questionnaires and interview surveys on the state of working conditions of our Japanese seafarers while on boarding. With regards to the human rights risks that were uncovered during the course of the surveys, the Safety Management Group examined corrective measures and formulated an action plan.

The NSU Group has added questions on human rights to the surveys that the NSU Group already conducts for non-Japanese seafarers and for all employees of the Group, and these employees and seafarers are now included in the scope of our human rights DD. With regards to the human rights risks that were uncovered in the surveys, the Safety Management Group and ESG/Internal Control Team have created action plans and are taking corrective measures.

With respect to this series of initiatives, the Human Rights DD Promotion Team performs monitoring and assessment, and reports on the progress of initiatives to the Sustainability Committee and the Board of Directors. The results of reports are reflected in reviews of corrective measures.

- **Supply Chain Initiatives**

Since FY 2023, NSU has been holding safety meetings with shipowners in an effort to foster understanding including well-being and human rights.

Going forward, NSU will consider conducting surveys on the status of sustainability initiatives, including those related to human rights, for our suppliers.

#### • Stakeholder Engagement

Members of the HR DD secretariat participated in the “Human Rights Due Diligence Workshop” hosted by Caux Round Table Japan (CRT Japan), which was held from June to August 2024. In the workshop, the members discussed a wide range of human rights issues with participating companies, NGOs and NPOs, as well as academics and human rights experts. Also, the members discussed the “sector-specific key human rights issues” identified using the UN Environment Programme Finance Initiative (UNEP FI) Human Rights Guidance Tool, together with other participating companies from the transportation and logistics industries.

Using insights gained from the above event, the NSU Group will promote human rights initiatives in a systematic manner in accordance with the UN Guiding Principles on Business and Human Rights.

#### 4. Risk Management

In order to address risks associated with human rights, discussions are held by different organizations, specifically, by the HR DD promotion framework in the context of human rights; the Internal Control and Compliance Committee in terms of corporate-wide risk control; and the Sustainability Committee from the overall perspective of sustainability. Results of these individual discussions are reported to the Board of Directors so that necessary measures and improvements will be implemented within the group-wide risk management framework.

#### 5. Indicators for evaluating effectiveness

In order to implement initiatives for respecting human rights properly in accordance with the UN Guiding Principles on Business and Human Rights, the NSU Group regularly receive advice from external human rights experts, to ensure the objectivity and validity of each phase of implementing initiatives.

Also, as objectives for assessing the progress of initiatives related to human rights at the NSU Group, the NSU Group has set the percentage of employees who understand the fundamental approach to human rights of the NSU Group as well as the attendance rate of human rights training as key performance indicators (KPIs). Going forward, the NSU Group will use objectives management utilizing KPIs and strive to further increase the effectiveness of such initiatives.

To ensure that none of the Group’s business activities and supply chain operations are engaged in conduct that constitutes modern slavery, the NSU Group will continue to take appropriate steps to expand the scope of human rights DD, promote corrective measures, and develop grievance mechanism.

## 6. Education and Training

In September 2024, the NSU Group held a webinar incorporating educational video materials of Global Compact Network Japan for all employees of the NSU Group so that they could deepen their understanding of human rights.

In addition, for those hired after the above seminar was held, a webinar was given on the same theme as part of new employee orientation.

This statement was approved by the Board of Directors of NSU and by the Board of Directors of NSU UK on the 30th of May 2025.

May 30, 2025



Kazuma Yamanaka

President and Representative Director

NS United Kaiun Kaisha, Ltd.



Hiroyuki Tamagawa

Managing Director

NS UNITED SHIPPING (U.K.) LTD.