



Modern Slavery Statement for FY2017

This statement is made by Mitsui O.S.K. Lines, Ltd. (MOL) for fiscal year (FY) 2017 that ended 31 March 2018, pursuant to Section 54 (1) of the UK Modern Slavery Act 2015, with the approval of the Board of Directors. MOL and its group companies are referred to as the "MOL Group."

1. Our Business and Supply Chains

The MOL Group operates diversified businesses centering on ocean shipping, such as offshore business, logistics, real estate, and cruise ship operation, under the MOL Group Corporate Principles:

As a multi-modal transport group, we will:

- actively contribute to global economic growth and development, anticipating the needs of our customers and the challenges of this new era
- strive to maximize corporate value through creativity, operating efficiency and promotion of ethical and transparent management
- nurture and protect the natural environment by maintaining the highest standards of operational safety and navigation

Please refer to the website for details on MOL Group businesses:

(<http://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 does not tolerate any forced or compulsory labor, human trafficking, etc., whatsoever for the MOL Group and throughout its supply chains, based on the following policies.

MOL 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.

(<http://www.mol.co.jp/en/corporate/compliance/index.html>)

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.

UN Global Compact

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

MOL works to support and practice universal principles relating to human rights and labor by participating in this UN Global Compact.

(<http://www.mol.co.jp/en/csr/csr/molcsr/globalcompact/index.html>)

Onboard Compliance Guidelines

The treaty concerning the Maritime Labor Convention in 2006 (MLC2006), which stipulates the basic rights of crewmembers, requires to protect human rights: forced or compulsory labor, child labor, and discrimination with respect to employment and occupation. MOL’s onboard compliance guidelines reflect the MOL Group’s respect for those human rights.

(<http://www.mol.co.jp/en/csr/csr/molcsr/humanrights/index.html>)

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." That 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.

(<http://www.mol.co.jp/en/csr/csr/molcsr/procurement/index.html>)

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.

- 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.

September 28, 2018

A handwritten signature in black ink, appearing to read 'Junichiro Ikeda', written over a horizontal line.

Junichiro Ikeda
President & CEO
Mitsui O.S.K. Lines, Ltd.