



IINO Kaiun Kaisha, Ltd. / Slavery and Human Trafficking Statement FY2022

IINO Kaiun Kaisha, Ltd. ("IINO Lines") and IINO UK LTD. ("IINO UK") (together, "IINO Group"), with the approval of the Board of Directors of IINO Lines and IINO UK, hereby make this statement under Section 54(1) of the UK Modern Slavery Act for the financial year ending 31 March 2023 to prevent slavery and human trafficking in its supply chain.

1. Company profile, business activities, and supply chain overview

-Company profile

IINO Group, headquartered in Tokyo, is a global company that has been supporting infrastructure for over 120 years. As of 31 March 2023, IINO Group, including its subsidiaries and affiliates, consists of 83 companies and employs approximately 2,200 onshore and offshore employees worldwide, including shore and temporary seafarers, of various races and nationalities, mainly Japanese, Korean, Filipino, Myanmar, Indian and other Asian ethnicities. IINO UK was established in 2004 and is based in London, UK.

-Business activities

IINO Group is developing its business globally with a focus on the shipping business especially for the transport of natural resources and energy (oceangoing shipping and short-sea/domestic shipping), and real estate business (office leasing, studios, and halls). IINO UK is operated to strengthen relationships with European customers who value sustainability, to acquire new environmentally friendly businesses, and to gather information in Europe as an environmentally advanced region.

-Supply chain overview

IINO Group operates businesses focused on shipping and real estate. The supply chain of the shipping business is diverse, ranging from the design, construction, and procurement of vessels, the procurement of bunker oil and ship supplies, cargo handling, and port operations, to the maintenance and disposal of vessels. The real estate business covers a wide range of activities, from the acquisition of land and property, the design and construction of development projects, the operation and maintenance of the owned property, to the sale and demolition of the property.

For more information on the company profile and its business activities, please refer to the following URL.

<https://www.iino.co.jp/kaiun/english/company/outline.html>



2. Policy on the Prevention of Slavery and Trafficking in Persons

IINO Group does not tolerate any form of modern slavery, including slave labor and human trafficking, in IINO Group and its value chain, in accordance with the following and other policies.

-IINO Group Human Rights Policy

IINO Group, as a global company, recognizes that respecting the human rights of all people is a social responsibility that we must fulfill as a company, and has established the "IINO Group Human Rights Policy" ("Human Rights Policy") as the highest-level policy regarding human rights based on Corporate Philosophy. We will fulfill our responsibility to respect human rights by respecting the human rights of all stakeholders involved in our business activities and by addressing any direct or indirect negative impact on human rights that may be caused by any of our business activities. The Human Rights Policy was approved by the Board of Directors on October 27, 2022.

Please refer to the following URL for the Human Rights Policy.

https://www.iino.co.jp/kaiun/english/csr/pdf/human_rights.pdf

-IINO Group Code of Conduct

IINO Group has established the Code of Conduct as a concrete measure to realize Corporate Philosophy and Management Policy. The Code of Conduct states the elimination of discrimination and respect for human rights: "In all our transactions, including hiring, we will never discriminate against anyone due to nationality, race, religion, age, gender, or any other unjust reason." and "We will respect human rights in the workplace so as to maintain an environment in which all employees can work comfortably."

Please refer to the following URL for the Code of Conduct.

<https://www.iino.co.jp/kaiun/english/company/philosophy.html>

-IINO Group Procurement Policy and Supplier Code of Conduct

As a global company, IINO Group recognizes that it is our social responsibility to respect the human rights of all stakeholders and to ensure environmental and occupational health and safety in our supply chain in procuring goods and services. We are committed to building mutually trusting relationships with our suppliers to contribute to the realization of a sustainable society.



Please refer to the following URL for IINO Group Procurement Policy and Supplier Code of Conduct.

https://www.iino.co.jp/kaiun/english/csr/responsible_procurement.html

3. Human Rights Due Diligence

-Implementation of Human Rights Due Diligence

IINO Group will establish a human rights due diligence mechanism, identify any actual or potential adverse impacts on human rights in IINO Group's business activities and value chain, and continue to implement initiatives in order to prevent or minimize those impacts. IINO Group will appropriately disclose information on its efforts and progress in respecting human rights through our website and Integrated Reports.

-Identifying Human Rights Risks

Based on various human rights codes and guidelines, disclosure materials from other companies in the same business, publicly available materials from the Japan Federation of Bar Associations, the Ministry of Foreign Affairs, the Ministry of Justice, and other organizations, and materials provided by law firms, we comprehensively identified potential human rights risks in IINO Group's business areas (shipping, real estate, etc.) and interviewed the entire of IINO Group. We then interviewed the entire of IINO Group and rated each risk in terms of "size, scope, and difficulty of remediation" and "damage to social credibility and frequency of occurrence". Risks that scored above a certain level in the scoring were mapped, and risks that were important to the IINO Group were identified based on the advice of an external consulting firm.

For identified risks, questionnaires are sent to the relevant departments and subsidiaries to verify the status of the risk. Additional interviews will be conducted with departments and Group companies identified as having a high risk or where progress is lagging.

Please refer to the following URL for the human rights risk map.

https://www.iino.co.jp/kaiun/english/csr/human_rights.html

4. Remedy

Where it is identified that IINO Group has caused, contributed to, and participated in an adverse impact on human rights in the course of its business activities directly or indirectly, we shall work on remedy through appropriate measures. IINO Group is committed to



effective remediation.

5. Education and training

In order to ensure that the Human Rights Policy is incorporated into our overall business activities and effectively conducted, IINO Group will provide appropriate education and training to our officers and employees.

This statement was approved by the Board of Directors of IINO LINES on May 25, 2023 and by the Board of Directors of IINO UK LTD. on June 9, 2023.

May 25, 2023
IINO Kaiun Kaisha, Ltd.
Yusuke Otani
President and Representative Director

June 9, 2023
IINO UK LTD.
Kunihiko Senoo
Managing Director