

AS ONE, WE CAN.



ONE Supply Chain Management Guideline

ONE aspires to contribute to consumers' lifestyle, and at the same time, realize a sustainable society through its business endeavors. This vision cannot be realized solely through ONE's efforts, hence collaboration with business partners and related parties is much needed. In the guideline presented below, various requests working towards the creation of a sustainable society are being listed. We humbly request our business partners to go through the various items and to actively work on them.

<Scope of Application>

These guidelines apply to the following corporations that has business relations with ONE:

- Business partners related to collection and sales activities with ONE
- Business partners related to vessel operations and cargo handling operations
- Business partners related to ship management, repairs, and/or dismantling
- Business partners in other services

<Guidelines>

1. Respect for Human Rights

ONE respects human rights; respecting personality, individuality, and diversity of all employees* in the organization, while aiming to create a safe and comfortable working environment and realising a healthy and relaxing atmosphere. As our business partner, we ask that you address the following points in promoting your business activities.

Respect employees' basic human rights, do not violate employees' basic human rights.

- Elimination of forced and child labor
Do not enforce any forms of labor on employees including long hours of labor. Any forced labor such as debt labor, human trafficking, and slave labor (including unintentional complicity) shall be eliminated, and child labor must also be eliminated.
- Compliance with labor-related laws and regulations of each country
Observe labor-related laws and regulations in each country, and do not violate them. Respect the employee's freedom of association and collective bargaining, in accordance with the local laws of the countries and regions where business activities are being carried out.
- Equal terms of employment and treatment
Do not discriminate against employees in terms of employment and treatment.
- Improvement of working environment concerning safety and health

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Maintain safety in the workplace environment to ensure employees' safety and health; advance measures must be in place to prevent work-related injuries and illnesses.

- Fair wages treatment

Pay fair and appropriate wages to the employees' actual labor, while observing wage-related laws.

**The term "employees" in this section shall include temporary employees and contract employees*

2. Compliance with Code of Practice

ONE strives to comply with domestic and international laws and social norms; to conduct fair, transparent, and free competition, and proper transactions.

We also strive to confront and oppose any organizations or individuals that threaten the social order and safety of citizens, including anti-money laundering efforts and counter terrorist financing measures. As our business partner, we ask that you take the following points into account while providing services and products to ONE.

- Compliance with laws and social norms in each country:
Comply with related laws and social norms in each country or region where we do business. Examples of subject laws and regulations are: Competition Law, Anti-Corruption/Anti-Bribery Act, Subcontract Act, Foreign Exchange and Foreign Trade Law, Personal Information Protection Law, Copyright Law, Intellectual Property Rights Law, etc.
- Elimination of misbehavior and inappropriate interests:
Strive for fair behavior in business operations. Eliminate inappropriate benefits through bribery and misconduct.
- Prevention of money laundering (etc.) and oppose relations with groups or individuals that threaten the social order and the safety of citizens:
Ban all relations with groups and individuals that threaten the social order and the safety of citizens (including those suspected of having relations with them), and firmly oppose any demands made by them. Do not associate with any persons involved in money laundering and terrorist financing.

3. Trust from customers and society through the provision of safe and useful services

ONE aims to provide safe and useful services, beginning with the safe voyage of vessels, and to obtain satisfaction and trust of our customers and society. As our business partner, we ask that you take the following points into account while providing services and products to ONE.

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- Carry out safe transportation and cargo handling:
As part of the company-wide safety management system, inform people in the company of the safety policy. Implement educational and training sessions for employees on operating facilities and equipment that compromises safety, and continuously improve standards in addition to carrying out other safety measures.
- Establish emergency response:
Improve internal organizational structure and manuals to remain well prepared for emergency situations such as a serious accident. Carry out sufficient training/drills so that necessary responses can be appropriately and effectively carried out.

4. Approach to environmental issues

ONE recognizes global efforts to address environmental issues, and are pursuing efforts for implementation as an essential requirement in our corporate activities. In addition, as a global top-class ocean carrier, we aim to realize a business that can maximize the merits of sea shipment as a more cost efficient and greener mean of transportation with less carbon emission as compared to other modes. As our business partner, we ask that you take the following points into account while providing services and products to ONE.

- Reducing environmental burden:
Be aware of the environmental burden caused by the execution of the project, and aim to reduce it for conservation of the global environment.
- Reducing resources and energy consumption:
Be conscious of and reduce consumption of resources and energy necessary for business operations to protect the limited resources and energy on Earth.
- Advice and proposals to help reduce the environmental impact of the Group's business activities:
Be conscious of reducing the environmental impact of the Group's business activities and provide advice and proposals to help us reduce it for conservation of the global environment and protection of resources and energy.

5. Managing and protecting intellectual property and information

At the ONE, we strive to protect and manage business and personal information and intellectual property. As our business partner, we ask that you address the following points.

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- Management and preservation of confidential information obtained through dealings with ONE:
Do not leak information. Ensure proper measures are in place to manage and protect information obtained through dealings with ONE.
- Proper protection of intellectual property:
Respect the intellectual property of related parties involved in the business, and transfer technologies and know-how in a way to protect intellectual rights.

<How Measures Should be Undertaken by Business Partners>

Regarding the requested points mentioned above, we sincerely ask to not only focus on your own organization, but to also guide and request the same from your suppliers while conducting businesses. When applying these guidelines to your own company or to the suppliers, we encourage incorporating them into the internal organization structure, implementing appropriate management, and raising executive and employee awareness.

Should the contents outlined in the guidelines differ from laws and regulations or standards in your country of residence, we ask that you work accordingly to necessary requirements. By having our business partners adhering to these guidelines, ONE aims to build mutually trusting and cooperative relationship with them. For this reason, based on the implementation statuses from our business partners, ONE may ask you for hearing investigation or further improvement feedback.

Jeremy Kenneth George Nixon
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