

## Modern Slavery Act Statement 2021

Nissin Corporation, its subsidiaries and related companies (collectively, the Nissin Group) publishes this statement in accordance with section 54-(1) of the Modern Slavery Act 2015.

This statement outlines the efforts we have taken to prevent modern slavery and human trafficking in the Nissin Group's business and supply chain.

### **1. Outline of business and supply chain**

The Nissin Group consists of Nissin Corporation, 77 subsidiaries and related companies. (As of 31 March, 2022) We carry out domestic and global logistics, travel, and real estate business.

The Nissin Group aims to be a leading global logistics provider which is trusted and appreciated by customers. We do this by continuously updating our business model and working with all our group companies, to take advantage of our global network and logistics flow.

Our suppliers include airlines, shipping and land transport companies. We demand all our business partners and suppliers comply with our corporate standards and ethics, which include fighting modern slavery and human trafficking.

Please visit the following webpages for more details about the Nissin Group.

<https://www.nissin-tw.com/> (Japanese)

<https://www.nissin-tw.com/english/> (English)

## **2. Our policies on slavery and human trafficking**

We have zero tolerance to modern slavery and human trafficking in our supply chains or in any part of our business. Nissin Corporation has established a Charter of Corporate Behavior in order to regulate its business activities and we ensure it is complied with by the entire Nissin Group.

The Charter helps us to comply with all applicable regulations to ensure that we operate with the appropriate corporate social responsibilities and contribute to sustainable social development through our business activities.

The Charter states that:

“We respect the human rights of all people and will work to eliminate all forms of illegal labor.”

“We will comply with international rules and local laws and conduct appropriate transactions.”

“We will encourage the entities in our supply chain to act based on the spirit of this Charter.”

Please visit the following webpages for the full text of the Nissin Corporation Charter of Corporate Behavior:

<https://www.nissin-tw.com/company/about/charter.html> (Japanese)

<https://www.nissin-tw.com/english/company/charter.html> (English)

In order to achieve the aim of the Charter, we developed the Nissin Compliance Manual, which must be complied with by the entire Nissin Group. The Manual sets a high standard of morality for the whole group, and sets in stone our policy that we must comply with all social rules and corporate ethics.

### **3. Due Diligence processes for slavery and human trafficking**

We are committed to ensuring that there is no slavery or human trafficking within our business. We therefore make our Charter of Corporate Behavior known to all officers and employees of the Nissin Group by making it available in our offices, on our corporate webpage and our intranet. The Compliance Manual is also available on our intranet and is issued and explained to officers and employees of our group companies.

The Nissin Group has a whistle-blowing facility (by telephone or email) to report any noncompliance. Whenever any noncompliance is found we convene a compliance committee, chaired by Nissin Corporation's president, which reviews the situation and takes appropriate action to remedy it in accordance with our internal rules. In addition, we conduct an internal governance assessment of our domestic and overseas consolidated subsidiaries every year.

### **4. Activities on concerned period**

We gave lectures on the Modern Slavery Act 2015 to our regional directors and all the expatriates to be transferred overseas in FY2022.

We also provided e-learning and asked employees including secondees both domestic and overseas to complete questionnaires about the "work environment and harassment", and conducted e-learning about our Charter of Corporate Behavior to new employees.

In addition, we promote efforts to eliminate illegal labor in the supply chain by establishing an effective sustainability promotion system such as the implementation of our Basic Sustainability Policy and the formation of our Sustainability Committee.

In 2021 there were no incidents of noncompliance within the Nissin Group with regards to modern slavery or human trafficking.

## **5. Our plan for the next year**

The Nissin Group will continuously seek to improve our efforts towards the elimination of modern slavery and human trafficking and will disclose relevant information on our webpages or Sustainability reports.

This statement of our Group's position against modern slavery and human trafficking for the fiscal year 2021 (01 April, 2021-31 March, 2022) was approved by the board of directors on 20 September, 2022.



Masahiro Tsutsui

President

Nissin Corporation

Date: 20 September 2022