



**NYK**LINE  
NIPPON YUSEN KAISHA

## **NYK LINE PAKISTAN (PRIVATE) LIMITED**

Registration No. 00000013979/20070407

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**11<sup>th</sup> January, 2013**

**H.E. Ban Ki-Moon  
Secretary – General  
United Nation  
New York, NY 10017  
USA**

Dear Mr. Secretary General

I am pleased to confirm that NYK Line Pakistan (Pvt) Limited support the ten Principle of the Global Compact with respect to human rights, labour, environment and anti-corruption. With this communication, we express our intent to advance those principle within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture and day-to-day operation of our company, and to engaging in collaborative project which advance the broader development goals of the United Nations, particularly the millennium Development Goals. NYK Line Pakistan (Pvt) Limited will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the Global Compact is the annual submission of a communication on progress (COP) that describes our company's efforts to implement the ten principles, We support public accountability and transparency, and therefore commit to report on progress within one year of joining the Global Compact, and annually thereafter according to the Global Compact COP policy.

Sincerely yours,

**Capt. Tariq Masud  
CE, NYK Line Pakistan (Pvt) Limited.**

<b>PRINCIPLE 1</b>	<b>BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS</b>	
<b>Commitment</b> Safety & Health	<b>Action</b> Safe Working Conditions and personal Safety	<b>Outcome</b> We ensure that our employees are provided with a safe working environment. Periodic Checkups of fire alarm and smoke detector All Employee are insured First aid boxes provided for first aid treatment in case of injury and also provide Medical Facility
<b>PRINCIPLE 2</b>	<b>BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES</b>	
<b>Commitment</b> Ethics	<b>Action</b> Anti Discrimination Policy and Anti Harassment Policy	<b>Outcome</b> We are committed to upholding highest standards of respect for individual, NYK Line member should not discriminate on the basis of gender, age , race and religion NYK Line does not tolerate harassment in any form whatsoever
<b>PRINCIPLE 3</b>	<b>BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING</b>	
<b>Commitment</b> Friendly Environment	<b>Action</b> Social & close friendly environment	<b>Outcome</b> NYK always look after the privileges and benefits of workers, staff of all categories and create a good social environment for close friendly environment. The privileges and benefits are very nicely protected
<b>PRINCIPLE 4</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR</b>	
<b>Commitment</b> Employees	<b>Action</b> Employment Contracts / Salary	<b>Outcome</b> Employment contracts do not violate any human rights Employee can terminate the contract with in the notice period All workers are above minimum wages as specified by the Govt. as well market conditions
<b>PRINCIPLE 5</b>	<b>BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR</b>	
<b>Commitment</b> Employees	<b>Action</b> Child Labour Law	<b>Outcome</b> We have recruitment standard and all our employee in the category of adult in accordance of labour law
<b>PRINCIPLE 6</b>	<b>BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION</b>	
<b>Commitment</b> Employees	<b>Action</b> Equal Opportunities Discrimination in staff promotion Maintenance of code of conduct	<b>Outcome</b> We endeavor to be an equal opportunity for all employee Hiring and Promotion are on merit and professional basis All employee has signed the code of conduct
<b>PRINCIPLE 7</b>	<b>BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES</b>	
<b>Commitment</b> Environment Management	<b>Action</b> Environmental Policy	<b>Outcome</b> NYK Line have Environmental management indicator issued by IMO

<b>PRINCIPLE 8</b>	<b>BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY</b>	
<b>Commitment</b> Environmental responsibility	<b>Action</b> Encourage the development and diffusion of environmentally friendly technologies	<b>Outcome</b> NYK Line Strengthened environmental activity not only in its product but also in its work style, also make a core efforts to prevent global warming and strong emphasis on activities to improve the fuel efficiency.
<b>PRINCIPLE 9</b>	<b>BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES</b>	
<b>Commitment</b> Environment Friendly Technology	<b>Action</b> Environment Friendly Technology	<b>Outcome</b> NYK Line actively promotes modal shifts to rail and barge transport, both of which have lower environmental load and also follow the green policy.  Electronically controlled engines installed on vessels electronically control the fuel injection.
<b>PRINCIPLE 10</b>	<b>BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY</b>	
<b>Commitment</b> Code of Conduct	<b>Action</b> Code of Conduct	<b>Outcome</b> NYK Line strictly prohibits all employee to follow the code of conduct and we already made an internal reporting base on Japan's whistleblower protection Act.