

Principle	Commitment/System/Action/Performance	Reference
	Statement of continued support for the Global Compact	CSR Report 2007, page 5
1&2	<p>Commitment: The NYK Line Business Credo requires that all NYK directors and employees demonstrate a respect for basic human rights. NYK Line Code of Conduct Chapter 7 (Respect for the Individual) / Article #20 (Anti-Discrimination Policy), #21 (Anti-Harassment Policy).</p> <p>System: We conduct an HR survey to most of our major group companies around the world once a year to review our current practices, and we address any issues that may arise. We also have dedicated contacts (Yusen Chat Room) for all NYK employees, including temporary employees, who may have questions or concerns about treatment inside the company.</p> <p>Action: We conducted an HR survey to most of our group companies. In the HR survey, we check if they observe the UN Global Compact, and have them correct any deviation..</p> <p>Performance: No serious deviation found.</p> <p>System: With respect to sexual harassment, corporate ethics and general compliance, we have a help line within Human Resources Group.</p> <p>Action/Performance: We regularly offer trainings about human rights and sexual harassment. These trainings are open to employees of NYK affiliates as well as NYK. It is mandatory for new comers to company, new managers upon promotion to the position, and employees before transferred abroad.</p> <p>Action: Awareness inside NYK has improved about human rights and behavior considered appropriate. If a concern arises, the dedicated contacts (Yusen Chat Room) can easily be consulted.</p>	<p>NYK Line Business Credo / NYK Line Code of Conduct</p> <p>CSR Report 2007, page 28</p> <p>CSR Report 2007, page 28</p> <p>CSR Report 2007, page 45</p>
1&2	<p>Commitment: NYK Line Business Credo #7: Preservation of a Favorable Working Environment</p> <p>System and action: To remain attentive to the health-care needs of employees, we have a committee where representatives from the Human Resources Group and the labor union participate in meetings with the company doctor to handle health care-related issues. At the company clinic in the head office, medical personnels offer physical examinations and health consultations.</p> <p>Action: Stress checks for maintaining mental and physical well-being</p> <p>Action: Health and safety of crew members</p>	<p>NYK Line Business Credo</p> <p>CSR Report 2007, page 30</p>
3	<p>Commitment: NYK Line Business Credo #4 Observance of All Laws and Regulations</p> <p>System: We conclude a labor agreement with employees, that guarantees employees the right to organize a labor union and negotiate labor conditions.</p> <p>Action: In the HR survey to our group companies, we check if they observe the domestic laws, and address any issues that may arise.</p>	<p>NYK Line Business Credo</p> <p>CSR Report 2007, page 28</p>
4	<p>Commitment: NYK Line Business Credo #4.</p> <p>System/Action We pay employees a salary and overtime pay, both of which are more than the minimum level required by law. We conclude an agreement with the labor union every year, in which we limit the maximum volume of overtime work per month and year. We check if our group companies observe the labor laws concerned and have them correct any deviation.</p>	<p>NYK Line Business Credo</p> <p>CSR Report 2007, page 28</p>
5	<p>Commitment and system: We have a recruitment standard for employing university or national college graduates, requiring that all new employees be at least 20 years old.</p> <p>Action: In the HR survey to our group companies, we check if they observe the domestic laws, and have them correct any deviation.</p>	<p>Website for recruitment in Japanese</p> <p>CSR Report 2007, page 28</p>
6	<p>Commitment: NYK Line Code of Conduct Chapter 7 / Article #20. Anti-Discrimination Policy</p> <p>Action: In the HR survey to our group companies, we check if they observe the domestic laws about the discrimination, particularly about the employment of individuals with disabilities, and address any issues that may arise.</p> <p>Performance: The proportion of employees with disabilities and females in management positions continues to grow year by year.</p>	<p>NYK Line Code of Conduct</p> <p>CSR Report 2007, page 28,48</p>

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7	<p>Commitment: Under the recognition that safe vessel operations are indispensable for prevention of marine environmental pollution, we established the NYK environmental management vision to manage environmental risk and strike an optimal balance between the environment and the economy. Under this vision, the NYK Group Green policy was formulated. Ensuring safe operation, preventing global warming and water pollution, and reducing environmental loads are the main points of this policy.</p> <p>System and Action: NYK has introduced environmental management indicators that conform to the IMO (International Maritime Organization) guidelines in order to monitor its CO2 emissions per unit of ship transport and manage the achievement of its targets. We have also developed a data management system called Ecoreport to calculate environmental management indicators and began using this system in April 2006. In the future, we will be improving the precision of data and feeding results into target management.</p> <p>System and Performance: To ensure safe operation, since 2003, NYK has conducted the Near Miss 3000 activities to identify and neutralize factors that could cause accidents or vessel trouble. These activities are based on Heinrich's Law, which states that a major accident is preceded by approximately 300 lapses, mistakes or near misses, and we try to identify a more fundamental level of 3,000 unsafe acts and conditions rather than just 300 near misses. Since October 2006, we have been working with shipowners and ship management companies on "DEVIL Hunting!" which is a process we use to identify "devils" (Dangerous Events and Irregular Looks). There are currently approximately 430 vessels and 40 companies participating.</p> <p>Action: Since 1993, NYK has been compiling and analyzing data on every vessel's downtime caused by accidents or trouble as one method of measuring the effectiveness of our vessel operation safety activities. The average downtime per vessel in fiscal 2006 was 15.4 hours which is 17.6 hours less than that of fiscal 1993.</p>	<p>CSR Report 2007 Page 18</p> <p>CSR Report 2007 Page 18-19</p> <p>CSR Report 2007 Page 14</p> <p>CSR Report 2007 Page 13</p>
8	<p>Commitment: Safe operation and environmental protection being most important management tasks for NYK Group, we seek not only to comply with safety and environmental regulations but also to implement in-house standards to ensure safe operation of all our logistics services via sea, land, and air transport modes. We strengthen environmental management globally under ISO14001 certified sites across the globe.</p> <p>System and Performance: NYK introduced in-house NAV9000 management system for safe operation and environmental protection in 1998 and requires ship management companies and charter vessel owners to observe NAV9000. As part of NAV9000 activities, we routinely conduct audits to observe whether all safety measures are being adequately adhered to and suggest steps for improvement. NYK conducted NAV9000 audits on 369 vessels and 29 companies in fiscal 2006 and 3,130 corrective actions were initiated in cooperation with suppliers.</p>	<p>CSR Report 2007 Page 18</p> <p>CSR Report 2007 Page 14</p>
8	<p>Commitment: We make wide-ranging social contributions in close partnership with local communities by disclosing environmental information and supporting environmental conservation initiatives.</p> <p>Action: In February 2006, NYK established the NYK-Heyerdaahl Projects in recognition of the company's receipt of the Thor Heyerdahl International Maritime Environmental Award in which NYK's own NAV9000 system was judged to be worthy of praise. The projects were established using the US\$100,000 (approximately 10 million yen) cash prize award in addition to 40 million yen contributed by NYK, for a total of about 50 million yen. The projects have started in February 2006 and been supporting a variety of activities, including research into marine environmental protection and activities for human-resources development.</p> <p>Action: NYK became a cosponsor of the large wind power station operated by Yokohama City. Cosponsors of this project receive Green Power Certifications and are deemed to use the environmental added value of electric power generated from natural energy sources. NYK is scheduled to receive certification for approximately 200,000kWh of the three million kWh that the station is expected to generate each year. This equated to approximately 3 % of the electric power used by our Yokohama container terminal and estimated CO2 savings of approximately 66 tons.</p> <p>Action: NYK provides subsidies for research projects conducted by several universities in Japan to use operational data to assess ship conditions and fuel consumption so as to conserve energy in ship operations. One example is a project conducted by Tokai University to consider making use of new propulsion systems that convert wave energy into ship propulsion.</p>	<p>CSR Report 2007 Page 19</p> <p>NYK website http://www.nykline.co.jp/english/news/2006/0202/index.htm CSR Report 2007 Page 37</p> <p>CSR Report 2007 Page 19</p> <p>CSR Report 2007 Page 19</p>

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9	<p>Commitment: We endeavor to minimize environmental loads and adopt environmentally friendly technologies when ordering and purchasing necessary resources, such as vessels and aircraft, for transportation services and cargo operations.</p> <p>Action and Performance: In 1996 NYK developed the bilge treatment system which can reduce the quantity of bilge on ships by as much as 98.4%, for an average daily output of 28 liters(as an example of one containership). Our proposal to install the system on ships as international standards (guidelines) was adopted by the IMO in March 2006. NYK's programs to use the bilge treatment system to combat marine pollution and the company's proactive participation in environmental activities have earned it high regard, and in February 2007 it received the Ministry of Land, Infrastructure and Transport Award at the 16th annual Earth Environment Awards sponsored by the Fujisankei Communication Group.</p>	<p>CSR Report 2007 Page 18, 21</p> <p>NYK Website http://www.nykline.co.jp/english/news/2007/0226/index.htm CSR Report 2007 Page 21</p>
10	<p>Commitment: Chapter 1/Article #3 of NYK's code of conduct stipulates that transaction with customers and other business partners should be based on an objective assessment of price, service, and quality. And Chapter 2/Article #5 stipulates NYK Line prohibits NYK Line members from personally accepting payments, such as success fees and commissions, from other parties in connection with Company operations or transactions entered into through those members as NYK Line members. Chapter 2/Article #7 stipulates NYK Line prohibits its members from allocating profits from international trade to employees of foreign governments or to persons of similar standing for the purpose of securing profits from operations by dishonest means, irrespective of whether the activity occurs domestically or overseas.</p> <p>Chapter 3/Article #10 stipulates that NYK Line strictly prohibits the provision of the following forms of entertainment and gifts to government employees and quasi-government employees. 1. Food and drink and dinner parties except for tea and coffee, or when the other parties pay their own bills. 2. Cash gifts and items exchangeable for money (such as gift certificates); offers of real estate, services, goods, or other articles. 3. Invitations to play golf and tickets to various attraction and events. However, tickets to the NYK Maritime Museum may be given away for public-relations purposes. 4. Articles such as seasonal gifts (<i>chugen</i> and <i>seibo</i>), farewell gifts, and other items of value.</p> <p>System : We made a new internal reporting rule based on Japan's Whistleblower Protection Act which has been in effect since 1 April 2006.</p> <p>Action : The new internal reporting rule has been in effect since 1 April 2007. Compliance seminars and training for directors and employees at NYK Group companies and overseas affiliates took place 47 times during fiscal 2006.</p> <p>Performance : A total of 1,200 employees participated in our e-learning course on business ethics.</p>	<p>NYK Line Code of Conduct</p> <p>NYK Line Code of Conduct</p> <p>CSR Report 2007, page 45</p>