

MOL's Approach to CSR

MOL's basic approach to corporate social responsibility is expressed in the MOL Group Corporate Principles. To put these principles into practice, the MOL Group meets global transport demand through daily business activities and has also created a framework for CSR initiatives and strengthened those initiatives by setting annual targets. MOL is stepping up its activities in order to pursue CSR for growth with society.

MOL Group Corporate Principles

1. As a multi-modal transport group, we will actively seize opportunities that contribute to global economic growth and development by meeting and responding to our customers' needs and to this new era.
2. We will strive to maximize corporate value by always being creative, continually pursuing higher operating efficiency, and promoting an open and visible management style that is guided by the highest ethical and social standards.
3. We will promote and protect our environment by maintaining strict, safe operation and navigation standards

CSR Initiatives

In our view, CSR means conducting business management that adequately takes into account laws and regulations, social norms, safety and environmental issues, human rights and other considerations, and developing together with society sustainably and harmoniously while earning the support and trust of stakeholders, including shareholders, customers, business partners, employees and local communities.

Relationships with MOL Group Stakeholders

Increase corporate value by strengthening profitability, timely and appropriate disclosure through proactive IR activities and so on.

Shareholders

Increase satisfaction by providing high-quality, reliable services and products and so on.

Customers



Build good relationships and share business opportunities through fair trade and so on.

Business Partners

Enhance understanding of the MOL Group, build good relationships, ensure safe operation and environment protection, contribute to society, and so on.

Communities

Public Organizations

Employees

Pay tax, comply with laws and regulations, help promote industry and so on.

Increase employee satisfaction and recruit excellent personnel by providing and maintaining employment opportunities, respecting human rights, and offering occupational safety and health, education and training, and a workplace where employees can feel satisfaction and pride.

In order to fulfill these responsibilities, MOL deliberates on CSR-related policies and measures, primarily through the three committees under the Executive Committee.

Organizational Framework for CSR Initiatives



The CSR and Environment Committee is chaired by the executive vice president and works to promote CSR throughout the MOL Group by setting and reviewing annual targets for initiatives related to compliance, corporate governance, accountability, risk management, safe operation, human rights, care for employees and seafarers, social contributions and the environment. The CSR and Environment Office in the Corporate Planning Division administers the committee and promotes CSR.

In fiscal 2011, the committee was convened twice and deliberated on progress with CSR targets and environmental targets set in the "GEAR UP! MOL" midterm management plan, as well as the status of environmental management, initiatives to reduce environmental impact, accommodation of environmental laws and regulations, the policy for social contribution activities, and other matters.

Participating in the UN Global Compact

MOL has participated in the United Nations Global Compact since March 2005. The Global Compact was first proposed by then UN Secretary-General Kofi Annan in 1999 and formally initiated the following year. Member companies are required to support and practice 10 principles in four areas: human rights, labor, the environment and anti-corruption. The compact shares the same values as our Rules of Conduct, which was established as a set of guidelines for executives and employees, and MOL's participation in it signals internally and publicly our commitment to these principles.

In the past, many companies, particularly in Japan, have adopted an approach towards CSR that has focused on measures to protect



The MOL Group Basic Procurement Policy

As a company that handles part of the supply chain of customers and in order to fulfill the social responsibility of the MOL Group itself, we formulated a basic policy for MOL Group procurement activities in March 2012. We are striving to embed this policy in the MOL Group as we aim to contribute towards the realization of sustainable societies together.