

PRINCIPLE 1	BUSINESS SHOULD SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS	
Commitment Safety & Health	Action Safe Working Conditions and personal Safety	Outcome 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
PRINCIPLE 2	BUSINESS SHOULD ENSURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES	
Commitment Ethics	Action Anti Discrimination Policy and Anti Harassment Policy	Outcome 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
PRINCIPLE 3	BUSINESS SHOULD UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING	
Commitment Friendly Environment	Action Social & close friendly environment	Outcome 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
PRINCIPLE 4	BUSINESS SHOULD SUPPORT THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR	
Commitment Employees	Action Employment Contracts / Salary	Outcome 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
PRINCIPLE 5	BUSINESS SHOULD SUPPORT THE EFFECTIVE ABOLITION OF CHILD LABOUR	
Commitment Employees	Action Child Labour Law	Outcome We have recruitment standard and all our employee in the category of adult in accordance of labour law
PRINCIPLE 6	BUSINESS SHOULD SUPPORT THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION	
Commitment Employees	Action Equal Opportunities Discrimination in staff promotion Maintenance of code of conduct	Outcome 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
PRINCIPLE 7	BUSINESS SHOULD SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES	
Commitment Environment Management	Action Environmental Policy	Outcome NYK Line have Environmental management indicator issued by IMO

PRINCIPLE 8	BUSINESS SHOULD UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY	
Commitment Environmental responsibility	Action Encourage the development and diffusion of environmentally friendly technologies	Outcome 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.
PRINCIPLE 9	BUSINESS SHOULD ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES	
Commitment Environment Friendly Technology	Action Environment Friendly Technology	Outcome 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.
PRINCIPLE 10	BUSINESS SHOULD WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY	
Commitment Code of Conduct	Action Code of Conduct	Outcome NYK Line strictly prohibits all employee to follow the code of conduct and we already made an internal reporting base on Japan's whistleblower projection Act.