

Modern Slavery Act Statement 2023

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, 74 subsidiaries and related companies. (As of 31 March, 2024) We carry out domestic and global logistics, travel, and real estate business.

The Nissin Group aims to be a leading supply chain 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/index.html> (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:

(Japanese)

https://www.nissin-tw.com/assets/sustainability/social/human_rights_001.pdf

(English)

https://www.nissin-tw.com/assets/sustainability/social/human_rights_002.pdf

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 prevention of 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, email or others) 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. Training and other initiatives to prevent slavery and human trafficking

We conduct e-learning and surveys targeting all employees, including domestic and overseas employees, on the topic of "Work Environment and Harassment."

In addition, we provide training on our "Charter of Corporate Behavior," which includes a clause that respects the rights of all individuals and eliminates all forms of illegal labor, to all new employees and employees who will be assigned overseas. For employees assigned overseas, we also conduct training on sustainability and gave lectures on "Human Rights in the Supply Chain."

In 2023, 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 Integrated reports.

This statement of our Group's position against modern slavery and human trafficking for the fiscal year 2023 (01 April 2023-31 March 2024) was approved by the board of directors on 20 May, 2024.



Masahiro Tsutsui

President

Nissin Corporation

Date: 20 May 2024