

## **Slavery and Human Trafficking Statement for the fiscal year 2018**

### **About the Statement**

Tokio Marine & Nichido Fire Insurance Co., Ltd. (hereinafter “TMNF”) is a subsidiary of Tokio Marine Holdings, Inc. (hereinafter “TMHD”) TMNF carries out its business with other Tokio Marine Group companies in various countries and regions including the United Kingdom (UK). TMNF is publishing this slavery and human trafficking statement (hereinafter “the Statement”) on its corporate website in accordance with the requirements of Section 54 of the UK Modern Slavery Act 2015.

The Statement has been approved by the TMNF Management Committee and signed by Mr. Makoto Okada, Vice President of TMNF.

### **The Statement**

The Tokio Marine Group comprises TMHD, two hundred and six subsidiaries including TMNF and twenty-five affiliated companies under its parent company TMHD (as of 31 March 2019). It operates in domestic non-life insurance business, domestic life insurance business, international insurance business and financial & general businesses.

More information can be found at:

[www.tokiomarinehd.com/en/group/](http://www.tokiomarinehd.com/en/group/)

Tokio Marine Group’s supply chains comprise business partners including suppliers and subcontractors. We use routine suppliers and contractors for goods and services required for the maintenance and support of our business operations in London and elsewhere. As the Tokio Marine Group operates mainly in insurance and insurance related businesses, we normally do not act as a producer, manufacturer or retailer of physical goods.

Tokio Marine Group has adopted the Group Corporate Philosophy which includes "Acting as a good corporate citizen through fair and responsible management, Tokio Marine Group will broadly contribute to the development of society".

More information can be found at:

[www.tokiomarinehd.com/en/company/philosophy.html](http://www.tokiomarinehd.com/en/company/philosophy.html)

In implementing our Corporate Philosophy, the Tokio Marine Group has formulated the Tokio Marine Group CSR Charter to set out principles of conduct in relation to social responsibility and to respect and promote the recognition of human rights of all people, including customers, shareholders/investors, insurance agents, business partners, employees and local communities/society.

TMHD supports and respects the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ILO Core Labour Standards, the UN Guiding Principles on Business and Human Rights (Ruggie Framework) and ISO 26000, and has signed the UN Global Compact.

The Tokio Marine Group works to understand and incorporate international principles and guidelines concerning human rights. It participates in and contributes to initiatives concerning social responsibility, and by doing so, works towards realising a sustainable society.

The Tokio Marine Group Code of Conduct summarises important matters of conduct which are given the highest priority in our day-to-day business. It requires directors, officers and employees to conduct fair and equitable business activities in conformity with laws and social norms and requires the Tokio Marine Group to undertake equitable business activities. In addition, the Tokio Marine Group has established the Tokio Marine Global HR Policy as a universal philosophy and concept for human resources management to be shared in relevant countries and regions worldwide.

TMNF has issued its Principle of Transactions which outlines the social responsibility matters that must be followed when conducting transactions.

The parent company TMHD regularly carries out monitoring of initiatives for compliance and risk management in the business operations of Group companies including TMNF.

To implement social responsibility initiatives and integrate them into the value chain, TMNF issues the Principle of Transactions to new business partners including suppliers and subcontractors and excluding insurance agents, whose transaction amount is equal to or greater than one million Japanese Yen. It requires these business partners to promote initiatives for “compliance with laws, regulations and social norms”, “promoting fair and honest transactions”, “thorough information management”, “consideration for the environment”, and “strengthening a relationship of trust”.

In the event that an employee, a director or an officer discovers an issue or potential issue in relation to compliance, the Tokio Marine Group requires such person to immediately report and consult on the issue through organisational channels based on the “Tokio Marine Group Compliance Standards”. However, to prepare for cases where it is not appropriate for employees or directors and officers to report or consult through organisational channels, the Group has installed in-house and external consultation services (hotlines), which are staffed by internal and external specialists.



At TMNF, a dedicated department (Human Rights Awareness and Diversity Promotion Office, Human Resources Department) formulates Basic Policies and Measures Concerning Human Rights every year and implements measures across all departments, and evaluates the effectiveness of them.

Tokio Marine Group companies conduct Human Rights training as part of various training programs including the programs for new recruits and regular programmes in the workplace, in which all employees and other co-workers take part to build a vibrant corporate culture without slavery, human trafficking, discrimination and/or harassment.

30 September 2019

Makoto Okada  
Vice President, Member of the Board  
Tokio Marine & Nichido Fire Insurance Co., Ltd.