



TOKIO MARINE  
ASSET MGT

## **Slavery and Human Trafficking Statement for the fiscal year 2019**

### **About the Statement**

Tokio Marine Asset Management Co., Ltd. (hereinafter “TMAM”) is a subsidiary of Tokio Marine Holdings, Inc. TMAM carries out its business globally through its subsidiaries in London, New York, and Singapore. TMAM 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. As a member of Tokio Marine Group, TMAM follows the philosophy and guidance set by the Tokio Marine Group.

The Statement has been approved by the Board of Directors and signed by Mr. Nobuhiko Taga, Director of TMAM.

### **The Statement**

The Tokio Marine Group consists of two hundred and eighteen subsidiaries and twenty affiliates, including TMAM, under the parent company, Tokio Marine Holdings, Inc. (hereinafter “TMHD”) (as of 31 March 2020). 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/company/about/](http://www.tokiomarinehd.com/en/company/about/)

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 states, "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:

Tokio Marine Asset Management (London) Limited

Authorised and Regulated by the Financial Conduct Authority

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<http://www.tokiomarinehd.com/en/company/philosophy.html>

In implementing our Corporate Philosophy, we have formulated the Tokio Marine Group Sustainability 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.

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

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



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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 whistle-blowing channels (hotlines), which are staffed by internal and external specialists.

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 2020

Nobuhiko Taga

Director, Member of the Board

Tokio Marine Asset Management Co., Ltd.