

## **Slavery and Human Trafficking Statement for the fiscal year 2022**

### **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. Yasuhiro Yokota, President & CEO of TMAM.

### **Organisation’s structure, business and supply chain**

Tokio Marine Group comprises Tokio Marine Holdings, Inc. (hereinafter “TMHD”), two hundred and sixty-eight subsidiaries including TMAM and twenty-six affiliated companies under its parent company TMHD (as of 31 March 2023). It operates in domestic non-life insurance business, domestic life insurance business, international insurance business and financial and other 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.



## **Policies**

Tokio Marine Group has adopted the Group Corporate Philosophy which includes the commitment that "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, Tokio Marine Group has 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.

More information can be found at:

[www.tokiomarinehd.com/en/sustainability/management/csr\\_charter.html](http://www.tokiomarinehd.com/en/sustainability/management/csr_charter.html)

Tokio Marine Group 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 (The Ruggie Framework) and ISO 26000. TMHD is a signatory to the UN Global Compact.

Tokio Marine Group respects human rights in its business activities including insurance underwriting and investment and financing through the signing and supporting of, among others, the United Nations Environment Programme Finance Initiative (UNEPFI), the Principles for Sustainable Insurance (PSI) and the United Nations-supported Principles for Responsible Investment (PRI). We will also work to resolve human rights issues through the provision of insurance products as well as investment and financing.



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 Tokio Marine Group to undertake equitable business activities. In addition, the Tokio Marine Group has established “Tokio Marine Group - Our People” as a universal philosophy and concept for human resources management to be shared in relevant countries and regions worldwide.

Moreover, Tokio Marine Group has established the “Tokio Marine Group Basic Policy on Human Rights” which outlines the approach to promoting the respect for human rights throughout our business activities including our entire value chain. Tokio Marine Group has also established the “Tokio Marine Group Policy to Address Environmental and Social Risks” as a countermeasure against transactions with businesses in high-risk sectors which have negative impacts on the environment and society in line with policies such as the “Tokio Marine Group Basic Policy on Human Rights” and the “Tokio Marine Group Responsible Procurement Guidelines” as a code of business conduct for promoting responsible procurement and sourcing practices across the entire value chain in collaboration with business partners.

More information can be found at:

[www.tokiomarinehd.com/en/sustainability/management/humanrights.html](http://www.tokiomarinehd.com/en/sustainability/management/humanrights.html)

[www.tokiomarinehd.com/en/sustainability/management/environmental\\_social\\_risks.html](http://www.tokiomarinehd.com/en/sustainability/management/environmental_social_risks.html)



## **Due diligence processes**

### Assessing our risks

In insurance underwriting, we have identified specific industries and businesses with high human rights risks based on international norms regarding human rights, external information and industry trends. For these industries and businesses, we determine whether or not to underwrite them based on internal policies and procedures, and by taking into consideration human rights and modern slavery risks.

### Addressing our risks

The parent company TMHD regularly carries out monitoring of initiatives for compliance and risk management in the business operations of Group companies including TMAM. Specifically, based on the "Tokio Marine Group Basic Policy on Personnel", Tokio Marine Group requires TMHD and Tokio Marine Group companies\* to (1) formulate and thoroughly implement policies, (2) improve organisational structure, (3) implement training, (4) formulate and implement policies for fair recruitment selection, and (5) formulate harassment prevention regulations in the workplace and establish a consultation desk, etc. We also require them to report on these achievements.

In addition, Group companies in Japan conduct self-inspections using the Tokio Marine Group Checklist on Human Rights Issues in order to; deepen our understanding of our progress on human rights efforts as an employer; identify human rights and labour issues for our Group employees; and prevent, mitigate, and improve such issues.

There may be cases where it is not appropriate to report a possible compliance problem including modern slavery through a usual reporting channel set up within the organisation. To prepare for such cases, Tokio Marine Group operates internal and external hotlines (whistleblower contact points) to receive reports and inquiries from



directors, officers and employees of Group companies. We clearly specify in our regulations that we will never allow persons making such reports or inquiries and those cooperating in investigations to be exposed to negative consequences because of their action and keep details of reports and inquiries strictly confidential.

\*"Tokio Marine Group companies" refers to the companies specified in the "Basic Policy for the Management of Group Companies."

### **Assessing the effectiveness of our actions**

In the event that an employee, a director or an officer discovers an issue or potential issue in relation to compliance, 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 whistle-blowing channels (hotlines), which are staffed by internal and external specialists.

The department in charge summarizes the patterns and number of reports sent to the counter and utilises the information to improve efforts on human rights and labour practices.

In addition, Tokio Marine Group regularly conducts employee engagement surveys and monitors employee satisfaction with the environment of respect for human rights in the workplace.

### **Training**

Tokio Marine Group companies conduct Human Rights training as part of various training programmes including the programmes for new recruits and e-learning 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 harassment. TMAM also conducts Sustainability training and Compliance training




for all employees to promote the understanding of and efforts to address human rights-related issues including modern slavery.

**Future commitments**

As a Group, and with the cooperation of our business partners, we will continuously work to prevent the occurrence of modern slavery and promote respect for human rights throughout our business activities including the entire value chain.

8 November 2023



Yasuhiro Yokota  
President & CEO, Member of the Board  
Tokio Marine Asset Management Co., Ltd.

