

5th August 2016

FY2015 Slavery and Human Trafficking Statement

1. About the Statement

[Mitsubishi Corporation International \(Europe\) Plc](#) (“**MCIE**”) is a wholly owned subsidiary of [Mitsubishi Corporation](#), a global integrated business enterprise which develops and operates businesses across virtually every industry.

As a company doing business in the United Kingdom (“**UK**”), MCIE has produced this FY2015 Slavery and Human Trafficking Statement (the “**Statement**”) in line with the requirements of Section 54 of the UK Government’s [Modern Slavery Act 2015](#) (the “**Act**”).

The Statement is intended to communicate the steps that MCIE has taken during the previous fiscal year of 1 April 2015 to 31 March 2016 (“**FY2015**”) to ensure that slavery and human trafficking are not occurring in any part of its business operations or supply chains.

The definition of “slavery” and “human trafficking” are laid out in Section 1 and 2 of the Act. However, in recognition that these issues can manifest themselves in many ways depending on local circumstances, the Statement covers MCIE’s efforts to prevent any form of worker exploitation through its business, ensuring that workers are safe and that all relevant laws and international standards are being upheld, including freedom of movement and communications.

The Statement has been approved by MCIE’s Board of Directors and has been signed by Haruki Hayashi, Chairman and Managing Director of MCIE.

The Statement is publicly available on MCIE’s website at the following link:

<http://www.mitsubishicorp.com/gb/en/>

2. About MCIE

MCIE, based in London in the UK, provides a diverse range of products and services through its [seven core business divisions](#): Global Environment & Infrastructure Business; Industrial Finance, Logistics and Development; Living Essentials; Metals; Machinery; Energy; and Chemicals. Through this wide ranging expertise, MCIE is well-positioned to provide cross-functional services to tailor results to its diverse customer base.

MCIE is one of the 200 offices and subsidiaries of Mitsubishi Corporation, which operates in approximately 90 countries worldwide. Mitsubishi Corporation’s global network includes over 600 group companies and employs a multinational workforce of over 70,000 people.

For more information on MCIE’s history, products and business strategy, please visit the following link: <http://www.mitsubishicorp.com/jp/en/bg/>

3. MCIE’s Philosophies and Principles

MCIE conducts its business in line with the [philosophy and principles of Mitsubishi Corporation](#).

The [Corporate Standards of Conduct](#) lay down a set of key, high-level commitments which form the basis of the company's compliance and risk management systems.

Furthermore, the [Code of Conduct](#) provides a set of rules based on both national and international standards to ensure that the company's employees are upholding the highest level of ethical conduct in their day-to-day business.

4. MCIE's Commitments in Relation to Slavery and Human Trafficking

MCIE is committed to respecting human rights and strives to ensure that its business activities do not cause or contribute to adverse human rights impacts, including slavery and human trafficking. This commitment is expressed through a variety of policies set by Mitsubishi Corporation.

- The [Social Charter](#) states that the company "will fully respect human rights" and "will also fully respect fundamental labor rights and endeavor to ensure the provision of safe and healthy working environments."
- The [Basic Stance on Human Rights](#) affirms the company's commitment to various international standards including the Universal Declaration of Human Rights, the ILO International Labor Standards and the Voluntary Principles on Security and Human Rights.
- The [Mitsubishi Corporation Policy for Sustainable Supply Chain Management](#) aims to ensure that human rights are also respected by our global suppliers. Article (1) of the Policy states that "suppliers shall employ all employees of their own free will with no employee being subject to forced or bonded labor." The Policy goes on to address further issues such as child labor, freedom of association and suitable remuneration.

Mitsubishi Corporation is also a signatory of the [UN Global Compact](#), declaring the company's commitment to the 10 universal principles in the fields of human rights, labor, environment and anti-corruption. Principle 4 of the Compact states that the company should strive for "the elimination of all forms of forced and compulsory labor."

5. MCIE's Activities in FY2015 related to Prevention of Slavery and Human Trafficking

A) Support for Mitsubishi Corporation's Loan and Investment Proposal Screening

In order to ensure that the direct business operations and relationships that Mitsubishi Corporation enters into do not cause or contribute to adverse human rights impacts, all loan and investment proposals are submitted to an internal screening process which takes into account the international standards stated above, as well as a number of internal criteria linked to specific industries and geographies.

Many of these loans and investments relate to MCIE's businesses in the European and

African regions, and MCIE therefore supports the process by providing local insight and by conducting research to ensure that the proposals do not cause or contribute to adverse human rights impacts.

Further details on the screening process are available at the following link:

<http://www.mitsubishicorp.com/jp/en/csr/management/>

B) Support for Mitsubishi Corporation's Supply Chain Management

Mitsubishi Corporation also strives to ensure that it does not cause or contribute towards adverse human rights impacts through its supply chains. As part of this, Mitsubishi Corporation conducts regular assessments of suppliers in industries where human rights risks including slavery and human trafficking are considered to be particularly salient, such as agricultural produce and apparel.

This assessment includes suppliers related to MCIE's businesses in the European and African regions, and MCIE therefore supports these efforts by helping to identify salient issues and by reviewing the assessment results.

The results of the FY2015 Supply Chain Management Survey are available at the following link: <http://www.mitsubishicorp.com/jp/en/csr/management/supplychain.html>

C) Training and Awareness Raising

MCIE provides training to new recruits on the company's policies and guidelines, including those related to respecting human rights through its business investments and supply chains. These principles are further reinforced at various internal training sessions, seminars and events throughout the year.

6. Looking Ahead

MCIE recognises the importance of maintaining constant vigilance to identify, prevent and mitigate adverse impacts associated with human rights, including slavery and human trafficking, throughout its business operations and supply chains.

Going forward, MCIE plans to develop and conduct a new human rights impact assessment specific to MCIE.

In addition, MCIE will continue to work closely with Mitsubishi Corporation to ensure that their respective commitments and activities remain closely aligned.

7. Approval by MCIE's Board of Directors

I, Haruki Hayashi, hereby certify that the information contained in the above FY2015 Slavery and Human Trafficking Statement is factual and has been approved by the Board of Directors of Mitsubishi Corporation International (Europe) Plc.



5th August 2016

Haruki Hayashi
Chairman & Managing Director
Mitsubishi Corporation International (Europe) Plc

Date