

## **FY2019 Slavery and Human Trafficking Statement**

### **1. Introduction**

This is the first Modern Slavery Statement produced by Mitsubishi Australia Ltd ('MAL'), published in accordance with Section 11 of the Australian Modern Slavery Act 2018 ('MSA'). The Statement sets out the steps we have taken to mitigate risks of modern slavery in our operations and supply chains during the year ended 31<sup>st</sup> March 2020.

### **2. Company overview**

MAL is a wholly owned subsidiary of Mitsubishi Corporation ('MC'), a global integrated business enterprise that develops and operates businesses across virtually every industry, including natural gas, industrial materials, petroleum & chemicals, mineral resources, industrial infrastructure, automotive & mobility, food industry, consumer industry, power solution and urban development. MC's current activities have expanded beyond its traditional trading operations to include project development, production and manufacturing operations, working in collaboration with our trusted partners around the globe. MAL is engaged in a broad range of business, through both trading activities and investments, across our Natural Gas, Mineral Resources, Power, Infrastructure, Urban Development & Machinery, Food & Consumer Industry, and Petroleum, Chemicals & Industrial Materials divisions. The essence behind this diversity is our ability to work with customers and partners to identify their needs and conceive new business models and solutions.

MAL at the date hereof has a workforce of 57 employees. We work with approximately 296 direct suppliers.

### **3. Relevant policies and commitments**

MAL is committed to respecting human rights and strives to ensure that our business activities do not cause or contribute to adverse human rights impacts, including modern slavery. This commitment is expressed through a variety of policies set by our parent company MC. The following policies are available to all employees through our MAL intranet and are communicated through various training sessions throughout the year.

The 'Three Corporate Principles' – Corporate Responsibility to Society; Integrity and Fairness; Global Understanding through Business – have served as MC and MAL's core philosophy since the company's inception. Building on these Principles, the 'Corporate Standards of

Conduct' outline a set of high-level commitments which form the basis of our compliance and risk management systems, while our 'Code of Conduct' provides a set of rules based on national and international standards to ensure that our employees uphold the highest level of ethical conduct in their day-to-day business.

We also have a number of policies related specifically to people. Within the MAL 'Sustainability Framework', we have our 'Social Charter', which outlines our overarching commitments, states that we will "fully respect human rights" and "fully respect fundamental labour rights and endeavour to ensure the provision of proper working environments with consideration of safety, health and other aspects." Additionally within the Framework Document we have the 'Supply Chain Management Policy' and the 'Respect for Human Rights Charter' which elaborates on this further by endorsing various international standards such as the Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, the core labour standards of the International Labour Organisation, the Voluntary Principles on Security and Human Rights, and the United Nations Global Compact. All of these policies can be found on the MAL web site at <https://www.mitsubishicorp.com/au/en/>

Finally, we will work to share our commitments with key third-party partners to ensure that the goods and services we benefit from do not cause or contribute to modern slavery. The Supply Chain Management Policy requires suppliers to "employ all employees of their own free will with no employee being subject to forced or bonded labour", and addresses other issues pertaining to child labour, freedom of association and collective bargaining, suitable remuneration, prohibition of excessive overtime, and environmental management. We are planning to introduce a 'Modern Slavery and Human Trafficking Memo' for recruitment agencies contracted by MAL. The Memo requires agencies to confirm that they do not charge recruitment fees to prospective employees.

#### **4. Risk assessment**

MAL operates across a range of different industries and our risks reflect this diversity. Through our company-wide Modern Slavery Risk Assessment launched in FY2017 we mapped out our value chains across Business Groups, identified potentially vulnerable workforces, and identifying high risk. While the risks differ for each Business Group, we identified a number of higher risk areas within our value chains. As our business evolves we recognise that the nature of the risks will also change. As such, we are committed to improving our processes to ensure that we adapt appropriately and capture any risks as effectively as possible.

## 5. Due diligence

One of MAL's key roles is to identify new market opportunities and develop business relationships in the region on behalf of MC. As such, the investment proposals which we feed into are screened through MC's due diligence process in Tokyo. In this process, key policies related to Modern Slavery concerns are used to assess the proposals.

## 6. Awareness-raising and training

At MAL, we have been providing modern slavery training to our employees. In FY2019 we continued to train various employee groups at the board, management and operational levels to refresh and further refine their knowledge. Training operational level employees is particularly important as they are most directly involved in identifying new business opportunities and managing relationships with third-parties.

## 7. Looking ahead

MAL's long term objective is to prevent incidents of modern slavery from occurring in our operations and supply chains and cultivate a healthy working environment where people can thrive. Over the coming year, we will continue to prioritise our Business Groups and build up their capacity to conduct modern slavery due diligence. Throughout the year we will continue to work closely with MC to ensure that our commitments and activities remain closely aligned. We will report on our progress in 2021 in MAL's Slavery and Human Trafficking Statement for FY2020.

## 8. Approval by MAL's Board of Directors

I, Hiromasa Yamamoto, hereby certify that the information contained in the above FY2019 Modern Slavery Statement is factual, and that it was approved by MAL's Board of Directors at a board meeting on 20<sup>th</sup> August 2020.



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Hiromasa Yamamoto  
Managing Director  
Mitsubishi Australia Ltd

20<sup>th</sup> August 2020