



ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

1. Introduction

This statement sets out the measures Mitsui & Co. Europe Plc (“Mitsui Europe”) has taken to ensure slavery and human trafficking is not taking place within our organisation or our supply chains. This statement is made pursuant to the UK’s Modern Slavery Act 2015 (the “Modern Slavery Act”).

2. Organisation

Mitsui Europe is a company incorporated under the laws of England and Wales. It is headquartered at the 8th and 9th Floors, 1 St. Martin’s Le Grand, London EC1A 4AS, the UK. Mitsui Europe has subsidiaries incorporated in the UK, Germany, Belgium, Italy, Norway and Russia.

For more information on our organisation, please visit the following link:

<https://www.mitsui.com/eu/en/index.html>.

Mitsui Europe is a wholly owned subsidiary of Mitsui & Co., Ltd (“Mitsui”), headquartered in Japan. Mitsui is a publicly listed company that has been a participant in the United Nations Global Compact (the “Global Compact”) since 2004. Mitsui has been and is a member of the Global Compact Network Japan, and Mitsui continually strives to comply with the Global Compact principles as part of its own corporate guidelines, including Principle 4 (the elimination of all forms of forced and compulsory labour) and the promotion of SDG target 8.7. Currently, Mitsui conducts a group-wide survey every other year in order to check compliance with the Global Compact principles and is working to comply with and to put into practice those principles on a global group basis, including Mitsui Europe. For more details, please refer to the Mitsui [Website](#).

3. Our Business

Our business is wide ranging and includes activity from product sales, worldwide logistics and financing through to the development of major international infrastructure and other projects in the following fields: Iron & Steel Products, Mineral & Metal Resources, Infrastructure Projects, Mobility Business, Chemicals, Energy, Foods & Retail Business and Innovation & Corporate Development.

Our annual consolidated turnover for the financial year ended 31 March 2020 (“FYE March

2020") was above the £ 36M threshold specified in the Modern Slavery Act.

For more information on our business, please visit the following link:

<https://www.mitsui.com/eu/en/business/index.html>.

4. Our Supply chains

Mitsui Europe is engaged in the trading of, amongst others, chemicals and food as well as steel products and acts as an intermediary and facilitator for other products traded within Europe, between Europe and Japan and amongst other third countries. Mitsui Europe is also engaged in business investment, project development and management.

In conducting business, Mitsui Europe is fully aware of its responsibilities, such as complying with laws, respecting human rights, maintaining safe and sanitary working conditions, giving comprehensive consideration to reduction of the environmental burden, and ensuring safety and consumer confidence.

For more details, please refer to "[Supply Chain Management](#)" and "[Respect for Human Rights](#)" on Mitsui's [Sustainability Report 2020](#) and [Mitsui Website](#).

5. Policies

In August 2020, Mitsui formulated a [Human Rights Policy](#) to confirm its approach toward human rights. This policy was submitted to and approved by the Corporate Management Committee, and was reported at the Board of Directors meeting. It sets out Mitsui's group-wide approach to human rights throughout our business activities around the world, and Mitsui commits to operate with respect for human rights following this policy. In addition, we expect various stakeholders including our business partners, to understand and respect human rights in line with this policy, and aim to collaboratively promote respect for human rights.

Respect for human rights is also stipulated in Mitsui's "[Sustainable Supply Chain Policy](#)" and Mitsui supports its group companies in the practice and implementation of its policies. Mitsui's [Group Conduct Guidelines "With Integrity"](#) also state that "We will comply with laws and regulations, and act to the highest ethical standards. We will respect human rights".

Being a subsidiary of Mitsui, Mitsui Europe recognises its responsibilities that surpass legal compliance with respect to its business activities and works to ensure the protection of human rights in its supply chains.

Mitsui Europe's Business Conduct Guidelines set out and highlight the importance of "Compliance with the Law and Respect for Human Rights" and set out compliance reporting policies and structure. They also refer to the Global Compact to remind all our staff members of the importance of understanding and complying with the Global

Compact principles.

6. Measures

- Risk Assessment – In FYE March 2020, Mitsui identified high-risk business areas through its human rights risk mapping process. The areas identified as high-risk for slavery and human trafficking are food, textiles, building materials and mining industry. Mitsui are prioritizing these areas in conducting supplier surveys.
As a subsidiary of Mitsui, Mitsui Europe has proactively participated in Mitsui’s group-wide survey in order to ascertain the degree of compliance with the Global Compact principles and other activities. This allows Mitsui to comply with and to put into practice those principles on a global group basis, as described in paragraph 2. Organisation.
- Whistleblowing – We take this issue seriously and have a whistleblowing framework in place to encourage staff to report any suspicions they may have, including where they believe our Business Conduct Guidelines have been breached.
- Workforce – Mitsui Europe designs its employment, recruitment and remuneration practices to ensure that they comply with the laws and regulations of the jurisdictions in which we operate.

7. Training

Staff awareness is a key measure in preventing slavery and human trafficking. Accordingly, we will review our training programme to our staff so that awareness can be increased.

8. Annual Review

This statement is produced in line with section 54 of the Modern Slavery Act and is for FYE March 2020. This Statement will be reviewed and updated annually.

The Board of Mitsui Europe approved this statement on 9 September 2020 and it is signed by our Managing Director, Hirohiko Miyata.



Hirohiko Miyata
Managing Director
Mitsui & Co. Europe Plc
10 September 2020