



FY2016 Anti-Slavery and Human Trafficking Statement

Mitsui & Co., Ltd. ('Mitsui') and its affiliates have produced this Anti-Slavery and Human Trafficking Statement for FY2016, the fiscal year ended 31 March 2017, in response to [Section 54 of the UK Modern Slavery Act 2015](#) (the 'Act'). Mitsui prepared a statement for FY2015 based on the resolution of a board meeting of Mitsui held in September 2016. Thereafter, under the framework approved by the said board meeting, Mitsui has been updating and publishing a statement every year based on (1) the annual report to the Board of Directors concerning CSR activities, and (2) the annual Sustainability Report compiled based on such report to the Board of Directors.

Utilising its global operating locations, network and information resources, Mitsui conducts diverse business activities ranging 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, Integrated Transportation Systems, Chemicals, Energy, Food, Food & Retail Management, Healthcare & Service, Consumer Business, IT & Communication Business, and Corporate Development Business. For more information on Mitsui's activities, please visit the following link:

Corporate Profile: <http://www.mitsui.com/jp/en/company/outline/profile/>

Business Activities: <http://www.mitsui.com/jp/en/company/business/>

Mitsui sets forth and supports various policies and procedures directed at protecting human rights, including avoiding human rights abuses through slavery and human trafficking, and Mitsui has taken steps to combat these issues, as explained below.

1. Mitsui has built diverse value chains throughout the world and provides a wide range of functions and services. Mitsui is active at all stages of the supply chains, from upstream to downstream, and has as many as 20,000 business partners. In conducting business globally, we are fully aware of our responsibilities, such as complying with laws, respecting human rights, and maintaining safe and sanitary working conditions, giving comprehensive consideration to reduction of the environmental burden, and ensuring safety and consumer confidence. Together with our business partners, we endeavor to solve various issues present



in our supply chains in order to meet society's expectations. Furthermore, being aware of our role as a member of the international community, we work to understand the culture, traditions, and practices of each country and region in which we conduct business, and also work to ensure that there is no discrimination based on race, beliefs, gender, social status, religion, nationality, age, or mental or physical abilities. We take action to rectify labor practices that violate human rights, such as forced labor and child labor and observe the statutory minimum age for admission to employment. Mitsui recognizes its responsibilities that surpass legal compliance in respect to its business activities and works to ensure the protection of human rights in its supply chains.

For more details, please refer to Mitsui's Sustainability Report 2017 in the following link:

<http://www.mitsui.com/jp/en/sustainability/sustainabilityreport/>

2. Respect for human rights is stipulated in Mitsui's ["Basic CSR \(Corporate Social Responsibility\) Policy"](#) and Mitsui's ["Business Conduct Guidelines for Employees and Officers"](#), which are available on Mitsui's website.
3. Mitsui supports the Universal Declaration of Human Rights and the ILO Core Labour Standards as defined in eight conventions across four fields, and Mitsui responds to international guidelines, including ILO Convention 169 concerning consideration for indigenous peoples, and guidelines concerning the use of security companies. Mitsui's position on these international standards is available in Mitsui's [Sustainability Report 2017](#) on its website.
4. In October 2004, Mitsui pledged its support for the United Nations Global Compact. Mitsui has been participating as a member of the Global Compact Network Japan, and Mitsui continually strives to comply with the Global Compact's principles as part of Mitsui's own corporate guidelines. Currently, Mitsui conducts a company-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. For more details, please refer to the [company website](#).



5. Furthermore, respect for human rights has been identified as one of the material issues in [“Mitsui & Co.’s Materiality”](#). Mitsui aims to find solutions for related societal issues through its business activities.
6. In December 2007, Mitsui developed its [“Supply Chain CSR Policy”](#). Mitsui has revised this policy twice to reflect social changes. Mitsui has also informed suppliers about this policy and its key aspects, and has sought to check that they understand this policy and its importance. Moreover, in order to enhance sensitivity toward human rights and labor related issues in the supply chains, we implement employee awareness-raising activities and seminars, as preventive measures before problems actually happen.
7. Mitsui plans to implement its Supply Chain CSR Policy further based on the following approaches. For further details, please refer to the [Sustainability Report 2017](#).
 - (1) Company-wide uniform supplier communication forms
 - (2) Supplier questionnaire surveys
 - (3) On-site surveys of suppliers
8. Mitsui seeks to prioritize its efforts in tackling modern slavery in any of its business activities that Mitsui identifies as potentially at risk of infringing this policy so that, where necessary, Mitsui can request its suppliers to have a better understanding of our Supply Chain CSR Policy and to implement improvements and remedies for identified risks.
9. For many years, Mitsui has conducted surveys on some of its affiliate companies through interviews and other methods to better understand their level of compliance with its Supply Chain CSR Policy, and Mitsui will continue these efforts.
10. Internal audits are conducted on Mitsui Headquarters’ business units and divisions and offices under their supervision, domestic and overseas branches and offices, organizations under the regional business unit COO’s supervision, overseas trading subsidiaries, corporate staff divisions, and affiliated companies. Mitsui’s internal control framework is also the subject of audit. These audits include assessments concerning the implementation of risk controls based on the



recognition of risks in each of Mitsui's business activities. If necessary, audits also involve related items, such as respect for basic human rights.

11. Whistle-blowing systems are available to the employees of Mitsui Headquarters and some of its affiliates to report situations that could breach Mitsui's ["Basic CSR Policy"](#) and ["Business Conduct Guidelines for Employees and Officers"](#).
12. ["Mitsui's Corporate Governance and Internal Control Principles"](#) provide that, based on the general principle of the autonomy of its affiliates, Mitsui Headquarters will exercise suitable management of affiliates by exercising its legal and/or contractual rights as an investor to enable the management of its affiliates to maintain and operate a sound system of internal rules and regulations at appropriate levels.

September 12, 2017

A handwritten signature in black ink that reads "Satoshi Tanaka". The signature is written in a cursive, flowing style.

Satoshi Tanaka
Representative Director,
Executive Vice President
Mitsui & Co., Ltd.