



Contents	Corporate Information	Message from Our CEO	CSR at Mitsui & Co.	Five Material Issues in the CSR Field	Evaluation by Society	Independent Practitioner's Assurance Report
	Activity Reports by Material Issue	Protection of the Global Environment	Respect for Human Rights	Enhancement of Local Industrial Bases & Quality of Life	Stable Supply of Resources & Materials	Corporate Governance & Human Resource Development



Respect for Human Rights

Strategic Focus

Key Strategic Domain: Food and Agriculture

Related Product Segment: Lifestyle

Food product industry responds to the growth in demand in the halal market, and demonstrates respect for the needs of different cultures

As the world population expands, the growth rate is expected to be particularly high among Muslims. According to the Pew Research Center, it is estimated that Muslims will number 2.2 billion people in 2030, accounting for one-quarter of the world's population. As a consequence, demand for halal foods sanctioned by Islamic law is going to increase.

In 2015 Mitsui, together with Kagome Co., Ltd. and Longson Food Products Sdn. Bhd., a Malaysian condiment manufacturer, established Kagome Longson Pdn. Bhd. to manufacture and sell processed tomato products and condiments for the halal market. This company's products have obtained Malaysian halal certification, which is highly trusted around the world, verifying that its products contain no alcohol, pork, or other prohibited ingredients and that all manufacturing processes comply with Islamic standards.

In the region of the Association of Southeast Asian Nations (ASEAN), where economic development and population growth are continuing, there are around 240 million Muslims accounting for over 40% of the region's total population of about 600 million people, so the halal market can be expected to expand further. In addition, as Western restaurant chains open outlets, the market for pizza sauce and other tomato products and condiments can be expected to grow as well.

Taking advantage of our global procurement capabilities and networks, Mitsui is supplying food products that devout Muslims can consume with complete peace of mind, and at the same time, through our response to the Westernization of eating habits, contributing to the diversification of food beyond religion and culture.

Muslims in the ASEAN region

Approx. **240** million

(40% of total population) Source: Pew Research Center, 2010

World halal food market in 2013

US\$ **680** billion

Source: Halal Industry Development Corporation





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Mitsui & Co's Approach

Being aware of our role as a member of the international community, we will work to understand the culture, traditions, and practices of each country and region. We will also work to ensure that human rights are respected in the supply chain, and that there is no discrimination based on race, beliefs, gender, social status, religion, nationality, age, or mental or physical abilities. We will take action to rectify labor practices that violate human rights, such as forced labor and child labor.

Activities for FY Ended March 2016

Business Area > ● Metal ● Machinery & Infrastructure ● Chemicals ● Energy ● Lifestyle ● Innovation & Corporate Development ● Corporate & Others

Theme	Business Activities
Support for International Standards	<ul style="list-style-type: none"> ● Contribution to sustenance and enhancement of living environments via various business activities around the world related to water, power generation, gas, and other areas ● Promotion and support of the sale of RSPO (Roundtable on Sustainable Palm Oil) certified palm oil ● For outdoor clothing fabric business (Mitsui Bussan Techno Products), further promotion of Bluesign® certification, which sets criteria aimed at the abolition of child labor and forced labor, elimination of discrimination, freedom of association, labor health and safety, in addition to consideration of environmental aspects ● Continuation of our donation activities for school lunches in developing countries through AIM Services "Table for Two" (approx. 500,000 meals) ● Designation of Mitsui's Saru forest, for which an agreement has been concluded with the Biratori Ainu Association and the town of Biratori, as an Important Cultural Landscape Site selected by the Agency for Cultural Affairs because of the cultural scenery of the Saru river basin, which is characterized by Ainu traditions and modern-era reclamation

Theme	Business Activities
Promotion of Management System for Human Rights	<ul style="list-style-type: none"> ● Inculcation of the mindset for developing human resources based on understanding of individuality through interviews and dialogue with individuals, paying great respect to their diversity ● Collection of a commitment to comply with the Business Conduct Guidelines for Employees and Officers and the Standards for Discipline of the Employment Regulations from all the applicable employees and officers ● Provision of e-learning opportunities about compliance for those who have not taken the same before ● Implementation of the Compliance Review Week, in which we held seminars and opportunities to share information and exchange opinions ● Implementation of the Compliance Awareness Survey (for domestic employees and officers). Formulation and implementation of compliance activities based on the results of the Survey ● Formulation of the plans for compliance activities for FY 2017/03 ended based on the review of FY 2016/03 ended activities undertaken by the Compliance Committee (once a year) ● Promotion of compliance activities in affiliate companies in accordance with those of Mitsui & Co., Ltd. ● Visits to key affiliate companies to provide advice on the development and operation of compliance activities (8 companies) ● Conveyance of alerting messages about compliance (via intranet, meetings, etc.). Sharing information about actual disciplinary cases through reporting lines



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Activities for FY Ended March 2016

Business Area > ● Metal ● Machinery & Infrastructure ● Chemicals ● Energy ● Lifestyle ● Innovation & Corporate Development ● Corporate & Others

Theme	Business Activities
Promotion of Management System for Human Rights	<ul style="list-style-type: none"> ● Implementation of the e-learning course "CSR at Mitsui & Co." (for 8,806 officers and employees in Japan and overseas, taken by 92.8% of the targeted people) ● Implementation of the e-learning course "CSR Risk Management—Human Rights" (for 5,000 officers and employees in Japan, taken by 98.3% of the targeted people) ● Implementation of a workshop facilitated by an external expert on the theme of business and human rights at the CSR Promotion Officers Meeting ● Enhancement of the efficacy of the professional advices concerning environmental and social risk management through the Environmental & Societal Advisory Committee



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Support for International Standards



Policy

Human Rights Initiatives

Conducting business globally in many countries and regions of the world, Mitsui considers the protection of human rights in accordance with international standards to be its CSR management platform. Mitsui's Basic CSR Policy states, "make prudent efforts to understand the culture, traditions, and customs of countries and regions around the world" and "recognize the significance and importance of the human rights contained in international standards".

The "Business Conduct Guidelines for Employees and Officers of Mitsui & Co., Ltd." prescribe and require Mitsui employees and officers to observe: full consciousness of their role as members of international society; understanding of and respect for the cultures, customs, and history of individual nations; protection of human rights; and eschewing any form of discrimination based on race, creed, gender, social status, religion, nationality, age, or physical or mental ability. Furthermore, regarding measures to prevent any kind of discrimination and sexual harassment, we are raising employee and officer awareness by providing compliance seminars and other opportunities tailored to each job level.

We also support various international standards, such as the Universal Declaration of Human Rights and the ILO (International Labour Organization) Declaration on Fundamental Principles and Rights at Work.

Policy

Universal Declaration of Human Rights

The Universal Declaration of Human Rights is a common standard of objectives for all peoples and all nations to respect human rights and freedoms. The Declaration was proclaimed on December 10, 1948 at the third United Nations General Assembly and occupies an important position in the history of human rights.

Following this declaration, the International Covenant on Economic, Social and Cultural Rights (ICESCR) and the International Covenant on Civil and Political Rights (ICCPR) were adopted by the 21st United Nations General Assembly on December 16, 1966. They both recognize the majority of the rights indicated in the Universal Declaration of Human Rights. Japan ratified both treaties in 1979.

Mitsui supports the Universal Declaration of Human Rights, the ICESCR and the ICCPR.

Policy

ILO Core Labour Standards

The International Labour Organization (ILO) was founded in 1919 as an international organization responsible for drawing up and overseeing international labor standards. The ILO is a tripartite agency that brings together representatives of governments, employers, and workers to shape programs together on the subjects of human rights, occupational safety and health, hiring policies, and the development of human knowledge for the adoption of ILO agreements and recommendations.

In 1998, the ILO established the ILO Declaration on Fundamental Principles and Rights at Work. As the basic rights of workers (ILO Core Labour Standards), they are defined in the 8 conventions in 4 fields (freedom of association and the right to collective bargaining C87/C98; the prohibition of all forms of forced labor C29/C105; elimination of the worst forms of child labor C138/C182 and non-discrimination in employment C100/C111).

Mitsui supports the 8 conventions constituting the ILO Declaration on Fundamental Principles and Rights at Work.

Activity

Respecting Indigenous Peoples

When conducting operations, Mitsui strives to comply with all laws of the applicable country or region, and to respect the human rights and cultures of its indigenous peoples in accordance with international standards such as the United Nations Declaration on the Rights of Indigenous Peoples and the Convention concerning Indigenous and Tribal Peoples in Independent Countries (ILO Convention: C169).

For example, in our forest resources business for pulp and paper manufacturing in Australia, we are exercising due diligence by assessing the level of impact that Mitsui's projects might have on the indigenous Aboriginal population. As part of our research into available solutions in the event that any problems are discovered, we conduct advance surveys from the viewpoint of cultural protection to ensure that our operations will not destroy Aboriginal historical sites. In our iron ore mining operation in Brazil, we maintain close communication with the indigenous Parketêjê people to foster mutual respect.

In Japan, Mitsui has entered into agreements with the town of Biratori in Hokkaido, where a part of Mitsui's forests is located, and with the Biratori Ainu Association to cooperate in activities to protect and pass on Ainu traditional culture through the conservation of forests.



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Activity

Guidelines for Appointing a Security Firm

The UN Code of Conduct for Law Enforcement Officials was adopted in December 1979 so that the UN can promote and ensure that law enforcement authorities such as the police and the military in member countries take on appropriate roles as well as respecting and protecting human dignity. The Principles on the Use of Force and Firearms by Law Enforcement Officials was also adopted in August/September 1990 as the standard for the use of force and firearms by law enforcement officials.

Mitsui bases its appointment of security firms on these codes of conduct and principles.

Promotion of Management System for Human Rights



System

Management System for Human Rights and Labor Conditions

Mitsui conducts an internal survey in alternate years concerning compliance with the UN Global Compact, to raise the awareness of management and employees regarding human rights and labor issues at its business units, corporate staff divisions, and domestic and overseas organizations (branch offices and consolidated subsidiaries).

1. Do you fully understand the UN Global Compact?
2. Have there been any violations of the 10 principles of the UN Global Compact? If so, report the details of the violation and what measures were taken to handle the situation.

As a consequence of this survey, if it is found that we have a unit, a division, or an organization that materially lacks an understanding of the UN Global Compact, we will take measures, such as providing additional training seminars.

In addition, we continue to hold e-learning courses, in-house seminars and other training activities to remind employees of the importance of addressing and managing risks related to human rights and labor problems in the supply chain.

In the fiscal year ended March 2016, 8,806 (92.8%) of our officers and employees in Japan and overseas underwent an e-learning program entitled "CSR at Mitsui & Co.", which included content relating to human rights issues in supply chains. In addition, 5,000 (98.3%) of our officers and employees in Japan completed the "CSR Risk Management—Human Rights" e-learning program. We also invited an external lecturer to lead a workshop on the theme of business and human rights at a meeting of CSR Promotion Officers.

With regard to our main suppliers, we promote initiatives for improving our supply chain management by conducting supplier surveys which involve sending out questionnaires and carrying out on-site surveys based on a checklist. In the fiscal year ended March 2016, we sent questionnaires to 39 of our suppliers, and conducted on-site surveys at suppliers of pulp and paper manufacturing resources. Through these surveys, we confirmed their compliance with our Supply Chain CSR Policy, which covers human rights, labor conditions, and other aspects.

Moreover, through our participation in working groups of Global Compact Network Japan, such as the Human Rights Due Diligence (HRDD) Working Group and the Supply Chain Working Group, we learn about international trends related to human rights, and can make use of the information we obtain from other companies to enhance our CSR promotion activities.

We continue to deepen our awareness of human rights and labor issues in reference to international guidance, such as the UN's Guiding Principles on Business and Human Rights, in part, by inviting outside experts to hold seminars.