







Respect for Human Rights

Activities for FY 2017 to Contribute to SDGs

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

Theme: Support for International Standards

Related SDGs (Target Numbers)	Initiatives by Mitsui & Co.	Activities for FY 2017
 <p>End hunger, achieve food security and improved nutrition and promote sustainable agriculture (2.1, 2.2)</p>	<p>As a company engaged in business activities in many countries and regions around the world, we regard understanding the culture, traditions, and customs in each country and region and respecting human rights based on international standards as essential elements of our Basic CSR Policy. As an example of our initiatives in relation to indigenous peoples, in Japan we have signed an agreement related to Mitsui's forests with the Biratori Ainu Association and the town of Biratori in Hokkaido, providing for cooperation in protection and fostering of Ainu traditional culture for future generations.</p>	<ul style="list-style-type: none"> ● Maintenance and improvement of living environments and local job creation through global business activities relating to water, power generation, and gas. (10.2) ● Offering of "Healthy Menu" choices in employee cafeterias (operated by AIM Services) and donation of school lunches for children in developing countries through Table for Two International, a non-profit organization (approx. 560,000 meals estimated to have been donated). (2.1, 2.2) ● Support for the sale of RSPO (Roundtable on Sustainable Palm Oil) certified palm oil. (8.7, 8.8, 10.2) ● Collection of written consent to the Supply Chain CSR Policy from 5,352 Japanese and overseas suppliers by Mitsui Bussan I-Fashion (MIF), which provides for the protection of human rights and ensures that there are no human rights abuses, in order to comply with international standards. (8.7, 8.8, 10.2) ● Bluesign® certification obtained for outdoor apparel fabrics supplied by MIF, based on compliance with standards that include consideration for the environment, as well as the elimination of child labor, forced labor, and discrimination, freedom of association, and labor health and safety. (8.7, 8.8, 10.2) ● Publication of a statement calling for prevention of forced labor and other forms of modern slavery, as well as human trafficking, in response to section 54 of the UK Modern Slavery Act 2015 (Mitsui & Co., and its affiliated companies). (8.7, 8.8) ● Visits to 5 Ainu association groups that are located in areas near Mitsui-owned forests in Hokkaido to conduct interviews on forest practices and activities in Mitsui's forests in connection with the FPIC (Free, Prior and Informed Consent of indigenous peoples and other stakeholders based on adequate information obtained) as required for FSC® certification. (10.2) ● Continuation of an agreement with the Biratori Ainu Association and the town of Biratori in Hokkaido, providing for cooperation in efforts to ensure that Ainu culture is protected and handed down to future generations through Mitsui's forests. (11.4)
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (8.7, 8.8)</p>		
 <p>Reduce inequality within and among countries (10.2)</p>		
 <p>Make cities and human settlements inclusive, safe, resilient and sustainable (11.4)</p>		

Theme: Promotion of Management for Human Rights

Related SDGs (Target Numbers)	Initiatives by Mitsui & Co.	Activities for FY 2017
 <p>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (4.7)</p>	<p>To raise the awareness of management and employees regarding respect for human rights, we conduct e-learning and seminars, and implement measures to spread understanding of the UN Global Compact throughout the organization.</p>	<ul style="list-style-type: none"> ● Development of cyber security personnel through the dispatch of lecturers to universities and the development of curriculums. (4.7) ● Implementation of compliance tests (e-learning) for persons who have not yet completed this process. (4.7) ● Implementation of Compliance Review Week activities, including the dissemination of messages by the President and CCO, and others, as well as seminars and panel discussions. (4.7) ● Distribution of the "Compliance Handbook" to domestic affiliated companies and the implementation of e-learning regarding said handbook. (4.7) ● Publication of internal alerts regarding compliance (via intranet, meetings, etc.), and sharing information through reporting lines on actual disciplinary cases. (4.7) ● Creation of an LGBT handbook and the holding of seminars (held at the Head Office and domestic branches and offices simultaneously; 137 participants) for the purpose of gaining a proper understanding of LGBT, and the release of a message from the chairperson of the Diversity Promotion Committee with the aim of realizing diversity and inclusion. (5.c) ● Implementation of surveys on compliance status with the UN Global Compact at all locations in and outside Japan (including affiliated companies). (8.5, 10.2, 16.5) ● 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 applicable employees and officers. (10.2) ● Implementation of Compliance Awareness Survey (for domestic employees and officers). Formulation and implementation of compliance activities based on the results of the survey. (10.2) ● Promotion of compliance-related activities at overseas trading subsidiaries and affiliated companies in line with initiatives by Mitsui's Tokyo Headquarters. (10.2) ● Convening of domestic affiliated company CCO meetings and visits made individually to key affiliated companies to provide advice on the establishment and operation of compliance systems. (10.2) ● Provision of expert advice with regard to the management of environmental and societal risks through the Environmental & Societal Advisory Committee. (10.2)
 <p>Achieve gender equality and empower all women and girls (5.c)</p>		
 <p>Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all (8.5)</p>		
 <p>Reduce inequality within and among countries (10.2)</p>		
 <p>Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels (16.5)</p>		

Support for International Standards

Human Rights Initiatives

Policy

Conducting business globally in many countries and regions of the world, Mitsui & Co. considers the protection of human rights in accordance with international standards to be its sustainability 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.

Universal Declaration of Human Rights

Policy

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 June, 1979.

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

ILO Core Labour Standards

Policy

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.

Respecting Indigenous Peoples

System

Activity

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 people living in the Amazon to foster mutual respect.

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

Support for International Standards

Guidelines for Appointing a Security Firm

System

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 for Human Rights

Management System for Human Rights and Labor Conditions

System

Mitsui & Co. 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 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.

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 2018, we sent questionnaires to 68 of our suppliers, and conducted on-site surveys at the plants of our supplier of oleochemical product. 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, we are able to keep up-to-date with international trends related to human rights, and can make use of the information we obtain from other companies to enhance our sustainability 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, by measures such as inviting outside experts to hold seminars.