

Respect for Human Rights



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 constitute the foundation of its sustainability management. 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. Moreover, Mitsui employees and officers are required to pledge to comply with the aforementioned Guidelines every year. Regarding measures to prevent any kind of discrimination and sexual harassment, we are raising employee and officer awareness by providing various compliance programs.

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

P.105 Integrity and Compliance

Promotion of Management for Human Rights

System

Activity

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).

Queries in internal survey

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 the measures taken to handle the situation.

In the event a unit, a division, or an organization that materially lacks an understanding of the UN Global

Compact was found through the survey, we will take necessary 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 conduct supplier surveys and on-site visits based on prepared checklist to understand the situation and to work on improvements if needed. In the year ending March 2019, we conducted supplier surveys to 74 suppliers, and were able to confirm all the suppliers who responded to the surveys complied with Supply Chain CSR Policy which covers human rights and labor practices. As for the on-site survey, we visited Salmex in Chile, a salmon farming, processing and sales facility operated by one of our seafood suppliers, and in which Mitsui is also an investee, and a feed company. The survey focused mainly on environmental management, human rights and labor practices, legal compliance, and quality control and traceability. No violations to our Supply Chain CSR Policy were found.

P.117 Supplier On-Site surveys

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 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 by measures such as inviting outside experts to hold seminars.

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 each country or region's 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, the operations of our forest resource business in Australia are guided by respect for the traditional rights of the Aboriginal peoples. We have ensured accountability by obtaining FSC® certification (FSC®-C104107), which requires regular audits by third-party certification bodies. This certification is based on 10 major principles, including respect for the traditional rights of indigenous peoples. There are

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stringent audits covering such aspects as whether or not Mitsui's management of business operations gives consideration to traditional Aboriginal rights, and whether or not measures are taken to prevent damage to significant cultural sites, etc. 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.

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.

In advancing business activities around the world, Mitsui hires security companies to ensure the safety of its employees. Aware of the potential risk of human rights violations, Mitsui complies with local laws and regulations in the countries and regions where it engages in business activities and selects security companies based on the aforementioned international guidelines.

The UK Modern Slavery Act 2015

Activity

SDGs: 8.7, 8.8, 16.1, 16.2

In 2015, the United Kingdom enacted the Modern Slavery Act, which is designed to eliminate slave labor. The act requires profit-making enterprises that conduct business within the U.K., and which have an annual turnover above a certain threshold, to publish an annual statement confirming that measures are taken to eradicate slavery or human trafficking in their business activities and their supply chains.

In compliance with requirements under Section 54 of the Modern Slavery Act, Mitsui and its affiliated companies issue annual statements affirming that they will prevent forced labor and other forms of modern slavery and human trafficking.



The UK Modern Slavery Act

Human Resources to Translate into Assets

Human Resources Approach

Policy

Throughout its long history, Mitsui & Co. has placed great importance on certain values and philosophies, such as a "Focus on Human Resources," "Open-mindedness," and "Challenge and Innovation." In line with these values, we have always placed importance on people and worked to train and develop diverse human resources who can contribute to society.

Our corporate mission is to "strive to contribute to the creation of a future where the aspirations of people can be fulfilled." To achieve this mission, we will increase our efforts to instill our values and organizational culture, which have led people to say that "Mitsui is people," through human resource development activities for the approximately 44,000 employees who work for the Mitsui & Co. global group.

The business environment is changing rapidly, and the future is difficult to predict. In order for the Mitsui & Co. global group to continue to create new value in this environment, we are sharpening the abilities of individual personnel and exerting the high-level capabilities and expertise of Mitsui and its group companies, thereby increasing the comprehensive strengths of the Mitsui & Co. global group. We believe that creating environments in which the diverse people who work for the group can work energetically is key to realizing that goal.

Key Elements of Human Resources Management System

Policy

Mitsui regards human resources management system as a tool that helps every individual employee to work energetically and leads to the realization of our corporate mission and vision. The basic philosophy stated above is reflected in the following priorities.

- 1. Recruitment of Human Resources**
We will recruit people highly motivated to take on new challenges as well-balanced individuals.
- 2. Human Resource Development**
We will develop people who share the values of Mitsui & Co. and have leadership skills that enable them to take the initiative in realizing our management philosophy.
- 3. Appropriate Appointment and Deployment of Personnel**
We will appoint and promote optimal people from the Mitsui & Co. global group's global human resource pool.
- 4. Promotion of Diversity and Inclusion**
We will foster a corporate culture in which employees with diverse backgrounds accept differences and respect one another.
- 5. Developing an Environment that Realizes Employee Potential**
We will implement measures to develop an environment in which individuals can perform their tasks energetically at their full potential through diverse work styles.
- 6. Consideration for Employee Wellness, Working Environments, and Health and Safety**
We will create healthy and safe working environments in which employees can continue to work with confidence.

Mitsui & Co. global group companies will share the above approaches through the Mitsui Global Business Management Guidelines and by other means. We will formulate human resources management system, and recruit, train and appoint personnel on the basis of said guidelines, according to the particular circumstances of individual companies.