



## Mitsubishi UFJ Trust and Banking Corporation

### Slavery and Human Trafficking Statement for the financial year ended 31 March 2019

#### Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 of the United Kingdom and sets out the steps that, Mitsubishi UFJ Trust and Banking Corporation, (“MUTB” or “we” or “us” or “our”) have taken to ensure that modern slavery and human trafficking are not taking place in our supply chains or any part of our business during the financial year ended on 31 March 2019.

We continue to strive to maintain the highest professional and ethical standards and we expect the same from our suppliers. Slavery and human trafficking are entirely contradictory to our corporate values and have no place in or around our organisation, and we are pleased to reinforce that principle through this statement.

#### Background

We are a financial institution incorporated and headquartered in Japan. We operate through branches throughout the world, including in London. The global management team sits in Japan and ensures that all of our branches comply with our corporate values and Code of Conduct.

#### Policies and procedures

As a member of the Mitsubishi UFJ Financial Group (“MUFG”) we are committed to its Code of Conduct and Corporate Vision. The Code has been enhanced and refreshed during the year to give our staff additional guidance to MUFG’s expectations in relation to their conduct. The Code and the Corporate Vision require, amongst other things, that we respect the human rights of all MUFG employees, act with integrity and comply at all times with the letter and spirit of laws, regulations and rules that apply to us and combat criminal activity.

MUFG has also published a Human Rights Policy Statement which applies to the Group globally and which articulated the Group’s dedication to the respect of human rights across all operations. This includes an expectation that our suppliers will avoid human rights violations.

MUFG’s published Environmental and Social Policy Framework sets out MUFG’s approach to managing the environmental and social risks arising from the business activities of the Group. The Framework explicitly prohibits the Group and all of its entities from providing finance to any transaction involving the use of child or forced labour.

We operate in the UK through a branch in London. Our London branch has identified steps and measures being taken to mitigate the risk of slavery and human trafficking in its business and supply chains, including:

- personnel policies that aim to create a working environment that is based on core values of respect, fairness, collaboration, team work, support, trust and transparency;
- whistleblowing and grievance procedures, through which employees can raise any concerns relating to slavery or human trafficking;

*continued...*

- anti-bribery and anti-money laundering policies, recognising that slavery and human trafficking can be a precursor to bribery and money laundering activity.

### **Due diligence processes**

We do not condone or support any forms of bullying or harassment, and we are committed to embracing diversity and building an inclusive culture where all employees are valued, respected and their opinions count. We make our employment decisions in a non-discriminatory manner in accordance with our obligations under the law and a commitment to pay a living wage.

We seek to buy from suppliers whose ethical principles align with our own, and expect them to operate fair and ethical workplaces.

Our London Branch's supplier on-boarding and risk assessment procedures (which include country risk) identify and measure risks related to slavery and to inform the enhancement of controls where required.

### **Training available**

In the UK, annual training on the Code of Conduct and anti-money laundering are provided for our employees. In addition, whistleblowing policy and process are universally applied.

Our senior management fully recognises that slavery and human trafficking are issues of global importance and scale.

This statement has been approved by our board of directors on 26 September 2019 and has been signed by Masatsune Okada on behalf of the board of directors.



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Masatsune Okada

Director and Managing Executive Officer  
Mitsubishi UFJ Trust and Banking Corporation  
A member of MUFG, a global financial group