



Anti-Slavery and Human Trafficking Statement for Fiscal Year Ended March 31, 2021

Mitsui & Co., Ltd. ('Mitsui') has produced this Anti-Slavery and Human Trafficking Statement for the fiscal year ended 31 March 2020 ('FYE March 2020'), in response to [Section 54 of the UK Modern Slavery Act 2015](#) (the 'Act'). This statement was approved by the Board of Directors of Mitsui in September 2020.

Utilizing its global operating locations, network and information resources, Mitsui conducts diverse business activities ranging from product sales, worldwide logistics and financing, through to development of major international infrastructure and other projects in the following business areas : Iron & Steel Products, Mineral & Metal Resources, Machinery & Infrastructure, Chemicals, Energy, Lifestyle, and Innovation & Corporate Development. For more information on Mitsui's activities, please visit the following links:

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

Business Activities: <https://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. In August 2020, Mitsui formulated a [Human Rights Policy](#) to confirm its approach toward human rights. This policy was submitted to and approved by the Corporate Management Committee, and was reported at the Board of Directors meeting. It sets out our group-wide approach to human rights throughout our business activities around the world, and Mitsui commits to operate with respect for human rights following this policy. In addition, we expect various stakeholders including our business partners, to understand and respect human rights in line with this policy, and aim to collaboratively promote respect for human rights.
2. Respect for human rights is also stipulated in Mitsui's "[Business Conduct Guidelines for Employees and Officers](#)". Furthermore, Mitsui's [Group Conduct Guidelines "With Integrity"](#) also state that "We will comply with laws and regulations, and act to the highest ethical standards" to share understanding of

the basic philosophy on integrity across the entire group and published the guidelines internally and externally. For more details, please refer to the Mitsui Website.

3. 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 ["Promotion of Supply Chain Management"](#) and ["Respect for Human Rights"](#) in Mitsui's Sustainability Report 2020.

4. 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 2020 ["Respect for Human Rights"](#).
5. 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 Mitsui [Website](#).

6. Mitsui delivered its "[Sustainable Supply Chain Policy](#)" in August 2020, which is the upgraded version of Supply Chain CSR Policy of December 2007, mainly to reflect our new Human Rights Policy. Mitsui informs its suppliers about this policy and its key aspects as explained below in section 7. Moreover, in order to enhance sensitivity toward human rights and labor related issues in the supply chains, we hold employee awareness-raising seminars and activities regularly, as preventive measures before problems actually happen. In FYE March 2020, 266 employees participated in these training seminars.
7. Mitsui implements its Sustainable Supply Chain Policy based on the following approaches. For further details, please refer to "[Promotion of Supply Chain Management](#)" in the Sustainability Report 2020.
 - (1) Mitsui sends letters (in Japanese, English, Chinese, French, Spanish, and Portuguese) to all of our suppliers requesting their understanding and cooperation regarding our Sustainable Supply Chain Policy, in a move to ensure that Mitsui's suppliers are fully aware of and cooperate with this policy. In addition, we conduct internal examinations in alternate years, to verify that the letters were dispatched to the suppliers.
 - (2) Mitsui regularly conducts questionnaire surveys with selected major suppliers to confirm the status of their adherence to our Sustainable Supply Chain Policy and to confirm whether they have their own policies on human rights and environmental aspects.
 - (3) Mitsui conducts supplier on-site surveys in order to carry out interviews with responsible persons and check the situation at the operation site in accordance with a pre-prepared checklist for compliance with the Sustainable Supply Chain Policy.
8. When Mitsui embarks on new business investment project, business divisions subject them to environmental, social, and governance (ESG) impact assessments, using ESG due diligence checklists that consider environmental and societal risks based on international standards. For more details, please refer to

[“Promoting the Environmental Management”](#) in Mitsui’s Sustainability Report 2020.

9. In FYE March 2020, Mitsui identified high risk business areas through its human rights risk mapping process, with advice from an independent expert. This assessment was made on supply chains of products handled by Mitsui and its overseas trading affiliates, as well as on the business operations of its consolidated subsidiaries. As a result of risk assessment based on international human rights risk indicators and other tools, with emphasis on the core labor standards identified by the International Labour Organization (ILO), our business operations and supply chains mainly related to food, textiles, building materials and mining industry were identified as presenting high risk for slavery and human trafficking. We then compiled an outline of such human rights risks, and formulated measures to mitigate these risks. The main risk mitigation measures were added to our supplier questionnaire. In conducting our questionnaire surveys and on-site surveys, we are prioritizing suppliers handling products that were identified as high risk in our human rights risk mapping. In FYE 2020, Mitsui conducted questionnaire surveys on twelve suppliers and on-site surveys on two suppliers that handle products identified as high risk. For further details, please refer to [“Promotion of Supply Chain Management”](#) in the Sustainability Report 2020.
10. Internal audits are conducted for 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 [“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 30th , 2021

Shinichiro Omachi
Representative Director,
Senior Executive Managing Officer
Mitsui & Co., Ltd.