



Mitsubishi UFJ Trust International Limited

Slavery and Human Trafficking Transparency Statement for the financial year ending 31 December 2020

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 we, Mitsubishi UFJ Trust International Limited (MUTI), 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 ending December 2020.

MUTI is a securities firm with its Head Office in London and a Branch in Singapore. We are a wholly owned subsidiary of Mitsubishi UFJ Trust and Banking (MUTB).

We 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.

Policies and Procedures

As a member of the Mitsubishi UFJ Financial Group we are committed to its Code of Conduct and Corporate Vision. These require, amongst other things, that we respect the human rights of all 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 each group company and outlines the Group's commitment to respect human rights throughout all business operations. This includes the expectation that suppliers respect human rights and avoid any human rights violations.

We have identified steps and measures being taken to mitigate the risk of slavery and human trafficking in our business and supply chains, including:

- Personnel policies that aim to create a working environment that is based on core values of respect, fairness, collaboration, teamwork, support, trust and transparency
- Whistleblowing and grievance procedures, through which employees can raise any concerns relating to slavery or human trafficking
- Anti-bribery and anti-money laundering policies, recognising that slavery and human trafficking can be a precursor to bribery and money laundering activity
- Third Party risk assessment procedures which include modern slavery and human trafficking considerations to highlight entities at risk of being involved in these practices
- Contractual clauses covering the Modern Slavery Act with relevant suppliers and third parties

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.

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

Training available

Annual training on 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.

This statement has been approved by the Board of Directors of Mitsubishi UFJ Trust International Limited and was signed on their behalf by:



Ray Winters

MD and Chief Executive Officer
Mitsubishi UFJ Trust International Limited
A member of MUFG, a global financial group

Date: 21 April 2021