



## **Mitsubishi UFJ Trust International Limited**

### **Slavery and Human Trafficking Transparency Statement for the financial year ended 31 December 2022**

#### **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 ended 31 December 2022.

We continue to strive to maintain the highest professional and ethical standards and we expect the same from our suppliers. Slavery and human trafficking remain 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.

#### **Organisational Structure**

MUTI is a securities firm with its Head Office in London and a Branch Office in Singapore. The company's main business lines are fixed income trading and securities financing. We are a member of the Mitsubishi UFJ Financial Group ("MUFG" or the "Group") and are a wholly owned subsidiary of Mitsubishi UFJ Trust and Banking Corporation ("MUTB").

#### **Risk Assessment**

Due to the nature of MUTI's business, we consider the inherent risks of modern slavery and human trafficking occurring in our business to be relatively low. However, we remain vigilant and prepared to uncover any such risks and take our responsibility to identify, measure risks, and effectively respond to any incidents of modern slavery and human trafficking in any part of our business or supply chains.

#### **Policies and procedures**

As a member of MUFG, we are committed to the Group's Corporate Vision and Code of Conduct which has been enhanced and refreshed during the year to give our employees additional guidance on MUFG's expectations in relation to their conduct. These principles require, amongst other things, that we respect the human rights of all our 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 which articulates the Group's commitment to respect human rights across all operations. This includes the expectation that our suppliers will avoid human rights violations.

MUFG's Environmental and Social Policy Framework sets out the approach to manage 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.

MUTI has implemented measures to mitigate the risk of modern slavery and human trafficking in our business and supply chains, including:

- Personnel policies that aim to create a working environment that is based on the 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; and
- Anti-bribery and anti-money laundering policies and procedures, recognising that slavery and human trafficking can be a precursor to bribery and money laundering activity.

### **Due diligence processes and ongoing commitment**

We do not condone or support any form 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 to partner with suppliers whose ethical principles align with our own and expect them to operate fair and ethical workplaces.

Our supplier risk assessment procedures include modern slavery and human trafficking considerations to identify steps and measure risks related to modern slavery and human trafficking in our business and supply chains. Where applicable, our contracts also include clauses covering the Modern Slavery Act with relevant suppliers and third parties. We will continue to review the steps we are taking to combat modern slavery and human trafficking in our business and supply chains.

### **Training available**

Annual training on anti-money laundering is provided to our employees. In addition, a whistleblowing policy and process are universally applied throughout the company.

Our senior management continues to fully recognise that modern slavery and human trafficking are issues of global importance and scale.

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: 25 April 2023