

## **Mitsubishi UFJ Trust and Banking Corporation**

### **Slavery and Human Trafficking Statement for the financial year ended 31 March 2016**

#### **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 and Banking Corporation, 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 2016.

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.

#### **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.

#### **Policies and procedures**

As a member of the Mitsubishi UFJ Financial Group we are committed to its Principles of Ethics and Conduct and Corporate Vision. These 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.

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

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.

**Training available**

In the UK, annual training on the Principles of Ethics and 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.

Signed on behalf of the board by

A handwritten signature in black ink that reads "Hiroshi Naruse". The signature is written in a cursive, flowing style.

Hiroshi Naruse

Director, Deputy President, and Executive Officer  
Mitsubishi UFJ Trust and Banking Corporation

A member of MUFG, a global financial group