



Mitsubishi UFJ Trust and Banking Corporation

Slavery and Human Trafficking Statement for the financial year ended 31 March 2024

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 of the United Kingdom and provides detail on the robust controls 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 2024.

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 the “MUFG Way” (the basic policy in conducting our business activities, which provides guidelines for all MUFG Group activities) and MUFG Group Code of Conduct (“Code of Conduct”), and has no place in or around our organisation, and we are pleased to reinforce that principle through this statement.

Modern slavery and human trafficking

The term "modern slavery" is used to describe a range of situations in which coercion, threats or deceptions are used to exploit individuals and undermine their freedom. These situations include slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour and the worst forms of child labour.

"Human trafficking" occurs when a person arranges or facilitates the travel of another person with a view to the other person being exploited.

Organisational structure and supply chains

We are a financial institution incorporated and headquartered in Japan. MUTB is a subsidiary of Mitsubishi UFJ Financial Group, Inc. (“MUFG” or “Group”), listed on the Prime Section of the Tokyo Stock Exchange, the Nagoya Stock Exchange Premier Market, and the New York Stock Exchange. We operate through branches throughout the world, including London, U.K. The global management team sits in Japan and ensures the branches comply with the MUFG Way and Code of Conduct.

Our operations cover commercial banking services as well as asset management and administration, real estate, and stock transfer agency services. Our supply chains include procuring products and services for operating our offices and supporting our staff.

The risks of modern slavery and human trafficking

Due to the nature of our business, we consider the inherent risk of modern slavery and human trafficking occurring in our business to be 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 taking place in our business, as well as our supply chains.

Policies and procedures

As a member of MUFG, we are committed to the MUFG Way and Code of Conduct which has been reviewed and refreshed during the year to give our staff additional guidance to MUFG's expectations in relation to their conduct. The Code of Conduct requires, amongst other things, that we respect the human rights of all our employees, act with integrity and always comply with the letter and spirit of laws, regulations and rules that apply to us and combat criminal activity.

MUFG has also published a MUFG Human Rights Policy Statement and MUFG Human Rights Policy Report, which applies to the Group globally and which articulates 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 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 and/or forced labour or human trafficking. The framework is regularly reviewed and updated where appropriate to support expectations laid out in the Code of Conduct and group policy statements including the Human Rights Policy Statement.

We have also implemented measures to mitigate the risk of modern slavery and human trafficking in our business operations including:

- Human resources 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; and
- 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 and ongoing commitment

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.

We have identified steps and measures being taken to mitigate the risk of slavery and human trafficking in our business and supply chains, such as supplier on-boarding and risk assessment procedures which identify and measure risks related to slavery and to inform the enhancement of controls where required. We will continue to review the steps we are taking to combat modern slavery and human trafficking in our business and supply chains.

Training

Annual training on the Code of Conduct and Anti-money laundering are provided to our employees globally.

The effectiveness of actions taken

We will continue to work towards enhancing risk assessment processes to identify and measure risks related to modern slavery and to request our supply chains the enhancement of controls where required.

MUTB closely communicates with all overseas branches to tackle modern slavery and human trafficking offences. Appropriate divisions work to enhance the communication between related overseas branches on issues, including in relation to modern slavery and human trafficking.

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 29th August 2024 and has been signed by Yushi Ando on behalf of the board of directors.



Yushi Ando

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