

**The Bank of Tokyo-Mitsubishi UFJ, Ltd.  
“Slavery and Human Trafficking Statement”**

**Introduction**

This statement sets out the steps that MUFG’s core banking unit, The Bank of Tokyo-Mitsubishi UFJ, Ltd. (the “Bank”) or (“we” or “us” or “our”) has taken to ensure that modern slavery and human trafficking are not taking place in our supply chains or any part of our business during our 2015 financial year.

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 BTMU’s Corporate Vision and Principles of Ethics and Conduct, and have no place in or around our organisation, and we are pleased to reinforce that principle through this statement.

**Background**

The Bank is a financial institution incorporated and headquartered in Japan. We operate through branches, subsidiaries, representative offices throughout the world, including in London.

Our global management team sits both in Japan and abroad, and oversees that our global corporate framework reflects our Corporate Vision and Principles of Ethics and Conduct.

This statement is published on behalf of the Bank (pursuant to the UK Modern Slavery Act 2015). It has been approved by the board of directors of the Bank in Japan.

**Policies and procedures**

As a member of MUFG, the Bank is committed to MUFG’s Corporate Vision and Principles of Ethics and Conduct.

These require, amongst other things, that the Bank 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.

The Bank operates in the UK through its 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:

- HR 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 escalate 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.

### **Due diligence processes**

Through our Principles of Ethics and Conduct, internal policies (including employment and compliance) and through our corporate social responsibilities, we ensure that 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, including any commitments to pay a living wage.

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

To ensure that we deal only with reputable suppliers, the Bank, in its London branch, developed detailed, risk-based supplier on-boarding and assessment procedures.

In the UK, these were enhanced in 2016 to include specific questions relating to the prevention of slavery and human trafficking.

### **Training available**

In the UK, annual training on the Principles of Ethics and Conduct and Anti-Money Laundering are provided for all employees. In addition, Whistleblowing policy and process are universally applied and the Whistleblowing policy is clearly signposted on the Bank's intranet page.

The Bank's senior management fully recognises that slavery and human trafficking are issues of global importance and scale.

This statement has been approved by the board of directors of the Bank in Japan.

Signed by



Akira Hamamoto  
Managing Director  
The Bank of Tokyo-Mitsubishi UFJ, Ltd.