

**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**”) continue to take to ensure that modern slavery and human trafficking are not taking place in our supply chains or any part of our business during our 2016 financial year.

We continue to strive to maintain the highest professional and ethical standards and we expect the same from our suppliers. We have taken further steps during our 2016 financial year in relation to our suppliers, as described below.

Slavery and human trafficking remain entirely contradictory to MUFG’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 corporate structure of our organisation has not changed and the Bank remains a financial institution incorporated and headquartered in Japan. We continue to operate through branches, subsidiaries, representative offices throughout the world, including in London.

Our global management team sits both in Japan and abroad, and ensures that our global corporate framework reflects MUFG’s 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 (the “**MSA**”). 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 continued to implement steps and measures previously identified to mitigate the risk of slavery and human trafficking in its business and supply chains, 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 escalate 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**

Through MUFG's Principles of Ethics and Conduct, internal policies (including employment and compliance) and through our corporate social responsibilities, we continue to ensure that we do not condone or support any forms of bullying or harassment, and we continue to be committed to embracing diversity and building an inclusive culture where all employees are valued, respected and their opinions count.

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

Last year, in its London Branch, the Bank developed a "know your supplier" on-boarding process and supplier performance review procedure. Furthermore, during our 2016 financial year, we have started the process of issuing a letter to suppliers regarding our expectation that they publish a slavery and human trafficking statement if they meet the criteria under the MSA.

### **Training available**

In the UK, annual training on the Principles of Ethics and Conduct and Anti-Money Laundering is 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 continues to fully recognise 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

Senior Managing Director

The Bank of Tokyo-Mitsubishi UFJ, Ltd.