

**MUFG Bank, Ltd.****Slavery and Human Trafficking Statement****Financial year ending 31 March 2020****Introduction**

This statement sets out the steps that MUFG's core banking unit, MUFG Bank, Ltd. ("MUFG 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.

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 MUFG's Corporate Vision and Code of Conduct, and have no place in or around our organization, and we are pleased to reinforce that principle through this statement.

This statement (including the addendum) is published on behalf of MUFG Bank (pursuant to the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth)). It has been approved by the board of directors of MUFG Bank in Japan.

**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 are 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.

**Structure, Operations and supply chains**

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

Our global management team sits both in Japan and abroad, and ensures that our global corporate framework reflects MUFG's Corporate Vision and Code of Conduct.

Our main operations are deposit taking, financial lending and other related businesses to clients both locally and internationally, in principle borrowing from regulated financial markets and on lending to our customers. Our supply chain includes procuring products and services for operating our offices and supporting our staff.

**The risks of Modern Slavery and Human Trafficking practices**

We understand that we operate in an industry where modern slavery is uncommon but we remain vigilant and prepared to uncover any such risks within our main supply chain and also in the risks posed by our customers and their activities.

As part of our overall risk strategy and in accordance with our obligations, we have in place compliance and risk management frameworks incorporating systematic processes for the identification, assessment, treatment and monitoring of customers for financial and financial crime risks, including criminal or unethical activity (such as modern slavery and human trafficking), that their activities may pose to our operations.

**Policies and procedures**

MUFG Bank is committed to the group's Corporate Vision and Code of Conduct, which has been enhanced and refreshed during the year to give our staff additional guidance on MUFG's expectations in relation to their conduct.

The Code of Conduct requires, amongst other things, that MUFG Bank respect the human rights of all its 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 MUFG Human Rights Policy Statement 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 published MUFG Environmental and Social Policy Framework sets out MUFG's approach to managing the 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.

We have implemented measures to mitigate the risk of modern slavery and human trafficking in our business operations 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-money laundering policies and procedures, recognizing that slavery and human trafficking can be a precursor to money laundering activity.

### **Due diligence processes and remediation**

Through MUFG's Code of Conduct, internal policies (including employment and compliance) and through our corporate social responsibility activities, we 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 make our employment decisions in a non-discriminatory manner in accordance with our obligations under the law, including making 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.

As outlined above, we have in place whistleblowing and grievance procedures both of which represent appropriate mechanisms for people to safely raise any concerns about any actual or potential instances of modern slavery and for any such instances to be assessed and (if appropriate) remediated.

### **Training**

Regular Financial Crimes training and Code of Conduct training are provided for all staff globally. All staff training on the Code of Conduct was conducted during the period covered by this statement. In addition, our Whistleblowing policy and processes are universally applied and the Whistleblowing arrangements are clearly signposted on MUFG Bank's intranet page.

MUFG Bank's senior management continues to fully recognise that modern slavery and human trafficking are issues of global importance and scale. Where the processes and controls we have implemented identify an unacceptable level of risk of modern slavery or human trafficking we are committed to taking action, including ending relationships with suppliers.

### **The effectiveness of actions taken**

MUFG Bank will continue to work towards enhancing a risk assessment process to identify and measure risks related to modern slavery and to inform the enhancement of controls where required.

### **Consultation process**

MUFG Bank closely communicates with its headquarters in Japan and with all overseas branches. Appropriate divisions of MUFG Bank (covering all relevant regions) work to enhance the communication between related overseas branches on issues including in relation to modern slavery and human trafficking.



MUFG Bank, Ltd.  
2-7-1, Marunouchi, Chiyoda-ku, Tokyo, Japan

Signed by

A handwritten signature in black ink that reads "J. Hanzawa". The signature is written in a cursive style with a large initial "J" and a long, sweeping underline.

Junichi Hanzawa  
Managing Executive Officer  
MUFG Bank, Ltd.  
September 11, 2020

**<Addendum for measures to mitigate the risk of modern slavery and human trafficking in London branch>****Due diligence processes**

In addition to those outlined in the main statement above, our London branch takes the following due diligence measures:

- A Know Your Supplier process which monitors Country Risk, taking into account both slavery and human trafficking considerations along with other supplier risk factors.

- A risk assessment process to identify and measure risks related to slavery and to inform the enhancement of controls where required.

Signed by



Junichi Hanzawa  
Managing Executive Officer  
MUFG Bank, Ltd.  
September 11, 2020

**< Addendum for measures to mitigate the risk of modern slavery and human trafficking in Sydney branch >**

In addition to MUFG Bank Ltd's reporting in the main Statement we set out in this addendum, some information which relates solely to the structure and operations of MUFGs Bank Ltd's Australian operations and the actions taken by MUFG Bank Ltd's Australian operations to address risks of modern slavery.

**Structure and operations**

MUFG Bank, Ltd is the relevant reporting entity for the purposes of the Modern Slavery Act 2018 (Cth).

In Australia, we have been authorised by the Australian Prudential Regulation Authority to carry on banking business as a foreign Authorised Deposit-taking Institution (ADI) and operate branches in Sydney, Melbourne and Perth. MUFG Bank, Ltd does not itself own, operate or control any subsidiary entities in Australia.

As an ADI, we provide a wide range of financial products and financial services to corporate customers in the areas of corporate and investment banking, global markets and transaction banking. We currently employ 366 employees in our three branch locations.

**Actions taken by MUFG Bank Ltd's Australian operations to address risk of modern slavery**

During our next reporting period we will implement measures including:

- the implementation of a specific Modern Slavery Policy in Australia;
- the implementation of an Australian Supplier Code of Conduct which expressly deals with modern slavery issues; and
- the incorporation of modern slavery specific provisions into Australian template supplier contracts as appropriate.

Signed by



Junichi Hanzawa  
Managing Executive Officer  
MUFG Bank, Ltd.  
September 11, 2020