

mitsui & co. wood resources oceania Pty Ltd
(Formerly known as Mitsui Bussan Woodchip Oceania Pty Ltd)

MODERN SLAVERY STATEMENT 2025

1. Introduction

This Modern Slavery Statement describes the steps taken by Mitsui & Co. Wood Resources Oceania Pty Ltd (Formerly known as Mitsui Bussan Woodchip Oceania Pty Ltd) (ACN 070 210 990) (**MWO**) and its controlled entities (together, **MWO Group**) during its financial year ending 31 March 2025 to address modern slavery risks in its operations and supply chains in accordance with the *Modern Slavery Act 2018* (Cth) (**Act**).

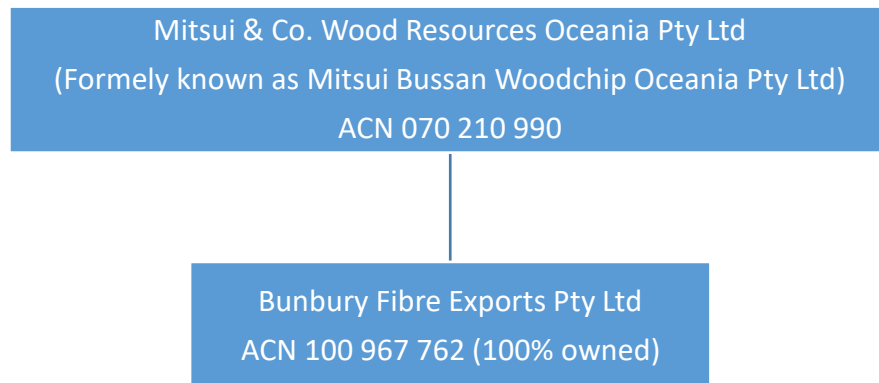
MWO Group is a reporting entity under the Act.

2. Our organisation

Corporate structure

Mitsui Tokyo – Mitsui Australia is wholly owned by Mitsui & Co., Ltd. (**Mitsui Tokyo**) which is a global conglomerate with multiple businesses operating across different industries under the one corporate group. Together with its many subsidiaries and affiliates, Mitsui Tokyo operates business through its offices in countries across the world.

MWO Group - MWO Group has approximately 24 employees in Victoria and Western Australia. Mainly involved in forestry business consisted of plantation management, milling and sales of plantation tree and woodchip.



For more information on our organisation, please refer to our websites below:

Corporate Profile:

[Mitsui & Co. Wood Resources Oceania | Sustainable Forestry](#)
[Home - Bunbury Fibre Exports](#)

Our Workplace

MWO Group is committed to providing a safe, respectful, and equitable workplace for all employees and contractors. We maintain a comprehensive framework of policies, including our Discrimination, Harassment and Bullying Policy and Health, Safety and Wellbeing Policy, which promote dignity, courtesy, and respect, and help mitigate modern slavery risks in our operations.

Our Health & Safety Policy ensures compliance with workplace health and safety laws, the elimination or minimisation of hazards, and the promotion of both physical and psychological wellbeing. All MWO Group employees are engaged under Australian employment laws, with recruitment and onboarding managed in line with our Code of Conduct and Respect at Work principles.

3. Assessing risk

Assessment

MWO Group has a unique business portfolio and organisational structure. Our supply base is diverse, including small and medium-sized businesses, as well as multinational corporations. The majority of MWO Group's supply chain is woodfibre. All woodfibre is sourced from within Australia (Bunbury region in Western Australia and Green Triangle region in Victoria and South Australia) through one of the following supply arrangements:

- Harvest and haulage operations where MWO group engages contractors and supervises the work. Contractor engaged labour.
- Third party supply of wood under contract from either state owned or private entities. Suppliers or their contractors engage labour.

We recognise that such diverse and extensive supply chains call for a robust framework to assess our modern slavery risks.

We provide our employees with regular training opportunities covering practical examples, so that they are equipped with a level of knowledge to watch out for signs of modern slavery taking place during the usual course of business.

Most of the woodfibre supply is certified under Forest Stewardship Council or Programme for the Endorsement of Forest Certification. We have a robust process that aims to ensure we only work with appropriate suppliers who can meet the standards that we expect.

Risk Mapping

Mitsui Tokyo has assessed our global supply chains in 2020 by assessing 3,128 transactions conducted by the head office and 7,820 transactions conducted by its overseas offices (which includes Mitsui Australia) from the human rights perspective broadly including modern slavery risks using human rights risk mapping, together with advice from and consultation with independent experts.

The assessment was based on leading international human rights risk indicators and other tools such as the “[List of Goods Produced by Child Labor or Forced Labor](#)” of Bureau of International Labor Affairs (ILAB) and “[Global Map of Environmental and Social Risks in Agro-Commodity Production](#)” of International Finance Corporation (IFC), placing emphasis on the core labour standards identified by the International Labour Organization (ILO).

Through the risk mapping assessment, Mitsui Tokyo assessed inherent country risks and industry risks and identified 84 high risk combinations – i.e., a list of source country-procured goods combinations – such as garments manufactured in Bangladesh, rice produced in Myanmar, and coffee produced in Colombia, sesame in Myanmar and coconuts in Philippines.

MWO Group also engages suppliers of professional services (such as legal, accounting and consulting firms). MWO Group is satisfied that these service providers have responsible supply chain policies and anti-modern slavery statements, and in relation to the services provided to MWO Group, are unlikely to have high-risk combinations in those supply chains.

4. Managing risk

Policies and monitoring framework

MWO Group maintains its Business Conduct Guidelines, which oblige the company and its people to conduct our business in a manner that respects human rights and does not involve any modern slavery practices. The Guidelines also prohibit discrimination on the basis of any protected attribute under the law.

The Guidelines are MWO Group’s principal code of conduct for our employees and contractors, who are required to understand and adhere to the Guidelines throughout their employment or engagement.

We also have a Whistleblower Policy in place with the reporting route available for both internal and external reports in case of any complaint or concern regarding our modern slavery obligations.

We implemented our [Sustainable Procurement Policy](#) in back in 2020. The policy outlines our expectations for suppliers and sub-suppliers to prevent and eliminate modern slavery in their operations and supply chains. It also sets out our intention to audit, monitor, and, if necessary, terminate business relationships in cases of continued non-compliance.

Further on above, our products, certified to Forest Stewardship Council and Programme for the Endorsement of Forest Certification, are assured to be free from any direct or indirect involvement in activities that violate traditional and human rights in forestry operations.

Actions taken

For the reporting period ending 31 March 2025:

- Refresher – A refresher announcement to all employees include material and training video to enhance understanding of modern slavery and how issue affect operations and supply chain.
- Business Conduct Guidelines (e-learning) – our e-learning Mitsui Business Conduct Guidelines course include a module dedicated to modern slavery where we can learn modern slavery risks in the context of our trading and investment business model. Most of MWO Group's employee attended this e-learning course.

5. Assessing effectiveness and looking ahead

We are assessing the effectiveness of our actions by:

- Annual compliance surveys to assess our employees' awareness of human rights. Response rates are over 80% in 2024. The latest survey showed that 95% of participants reported being familiar with the Business Conduct Guidelines (BCG). Additionally, 100% of participants are aware of internal reporting channels, and 95% know about the EthicsPoint platform, supporting accessible and confidential reporting of human rights concerns.
- working together with Mitsui Tokyo to benefit from their reflections on their own due diligence efforts on human rights.

We recognise that the risks of modern slavery are complex and evolving. We will continue to work to address these risks in our business and engage with a range of stakeholders to assess the effectiveness of our actions and enhance our approach.

6. Consultation in preparing this statement

MWO Group controls the following entities:

- Bunbury Fibre Exports Pty Ltd ACN 100 967 762 which principal activities consisted of the milling and sale of woodchip during the reporting period for this statement.

MWO Group entities consulted with one another to develop this Modern Slavery Statement. This involved appropriate officers and managers from across the entities working collaboratively and sharing the steps taken by, and experiences of, their respective entities during the reporting period to assess and address modern slavery risks that arose within their operations and their supply chains.

7. Certification

I, Taro Kondo, hereby certify that this Modern Slavery Statement 2025 has been approved by the Board of Directors of Mitsui & Co. Wood Resources Oceania Pty Ltd (formerly known as Mitsui Bussan Woodchip Oceania Pty Ltd) on 16 September 2025.

Taro kondo

Taro Kondo
Managing Director
Date: 2025年9月17日