



**Mitsui Iron Ore Corporation Pty Ltd
Mitsui & Co. Iron Ore Exploration & Mining Pty Ltd**

MODERN SLAVERY STATEMENT 2020

This Modern Slavery Statement describes the steps taken by Mitsui Iron Ore Corporation Pty Ltd (ACN 050 157 456) (**MIOC**) and Mitsui & Co. Iron Ore Exploration & Mining Pty Ltd (ACN 164 171 448) (**MIOE**) during its financial years ending 31 March 2020 to address modern slavery risks in its business and supply chains.

MIOC & MIOE makes this statement in accordance with the *Modern Slavery Act 2018* (Cth).

Our organisations

MIOC and MIOE are 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. With nearly 44,000 employees and 500 affiliated companies, Mitsui Tokyo does business in 65 countries from 138 offices around the world.

MIOC & MIOE understand that it needs to lead by example in the way it does business. MIOC & MIOE operate by a set of values which shapes the way we think, work and act to ensure we are helping people to achieve their ambitions – in the right way.

This also means MIOC & MIOE aims to act fairly, ethically and openly in everything we do. We are committed to combating the risk of modern slavery in our supply chains or in any part of our business.

Our business in Australia

MIOC & MIOE has approximately 12 employees in Perth working together with operator, BHP in the world renowned Western Australian Iron Ore (**WAIO**) Joint Ventures (**JV**) in trading with customers in China, Japan, South Korea, Australia and many other countries.

MIOC & MIOE has been in allies with AFS Intercultural Program Australia (**AFS**), which is in administration due to the global travel restriction caused by COVID 19, to offer AFS Intensive Language Programs to Japan as part of its Japanese language program scholarships. The scholarships provide opportunity to two Australian high school students to study the Japanese language with a fully paid cultural studies to Japan to learn first-hand in the year ending in March 2020.

In contributing to the sustainability of the Australian community, MIOC & MIOE actively promotes social contributions in collaboration with its group companies.

Assessing and managing risk

Partnering BHP through our WAIO JV operations, MIOC & MIOE unique business portfolio and business structure features a supply base that is diverse, including small and medium-sized businesses as well as multinational corporation. Our direct & indirect suppliers have their own extensive supply chains, connecting us with business worldwide. We have a robust process that aims to ensure we only work appropriate suppliers who meets the standard we expect of them.

As subsidiaries to Mitsui Tokyo, our global supply chain has been assessed by our parent company specifically for 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 this process, none of the existing suppliers of MIOC & MIOE have been identified as high risk in the human rights risk mapping.



**Mitsui Iron Ore Corporation Pty Ltd
Mitsui & Co. Iron Ore Exploration & Mining Pty Ltd**

MODERN SLAVERY STATEMENT 2020

MIOC & MIOE engages suppliers of banking and professional services (such as major banks, legal, accounting and consultancy firms). MIOC & MIOE has confirmed that these professional service providers have responsible supply chain policies and anti-modern slavery statements.

First of all, MIOC & MIOE maintains its Business Conduct Guidelines, which oblige the companies and its people to conduct our business in a manner that respect human rights and does not involve any modern slavery practices. The Guidelines also prohibits discrimination on the basis of any protected attribute under the law. The Guidelines are MIOC & MIOE's principal core of conduct of our employees and contractors, who are required to understand and adhere to the Guidelines throughout their employment or engagement.

We also have in place reporting route available for both internal and external reports in case of any complaints or concerns regarding our modern slavery obligations.

Our Sustainable Procurement Policy includes Modern Slavery compliance obligations for our suppliers (and sub-suppliers). Suppliers (and sub-suppliers) identified that do not commit to complying with our Sustainable Procurement Policy (and do not have standards that are higher than MIOC & MIOE's) will be proactively followed up with and, in cases where they are not able to satisfactorily rectify the non-compliance, will be ineligible to conduct business with MIOC & MIOE.

In addition, information on the mandatory reporting requirements have been conveyed to all staff. Our Annual Compliance Training and internal publication (for example, a "BGC Reminder"), which are provided to all employees and contractors, addressed the risk of modern slavery in our supply chains for the purpose of ensuring our workforce understands the law and our obligations in this area, and to raise awareness of modern slavery risks in the context of our business.

Looking ahead

Moving ahead, we are currently working to implement a framework in line with Mitsui Tokyo to assess and monitor the modern slavery risks in our supply chain.

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

I, Motoi Yamamoto, hereby certify that this Modern Slavery Statement 2020 has been approved by the Board of Directors of Mitsui Iron Ore Corporation Pty Ltd and Mitsui & Co. Iron Ore Exploration & Mining Pty Ltd on 10th March 2021.

Motoi Yamamoto

MOTOI YAMAMOTO
President & Managing Director
10th March 2021