

## **Sojitz Europe Plc Slavery and Human Trafficking Statement (“the Statement”)**

### **Introduction**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps we have taken during the financial year 2017/2018 to ensure that slavery and human trafficking is not taking place in any part of the business or the supply chains.

This Statement has been approved by the Board of Directors and signed by Satoru Takahama, the Managing Director.

### **Organisation’s Structure**

Sojitz Europe Plc is a general trading company headquartered in London, UK. We are engaged in importing and exporting goods and services as well as planning and coordinating projects in the UK and overseas. We are a wholly owned subsidiary of Sojitz Corporation, incorporated in Japan.

We represent the Europe, Russia and NIS region and have offices in the Czech Republic, France, Germany, Hungary, Italy, Poland, Russia, Spain, Turkey and Ukraine (“the Region”).

Our business is currently organised into nine business divisions: Automotive; Aerospace & Transportation Project; Machinery & Medical Infrastructure; Energy & Social Infrastructure; Metals & Mineral Resources; Chemicals; Food & Agriculture Business; Retail & Lifestyle Business and Industrial Infrastructure & Urban Development.

We have an annual turnover in excess of £36million.

### **Our principles**

Our Code of Conduct and Ethics (“the Code”) sets forth the fundamental principles based on both national and international standards to ensure our employees are upholding the highest level of ethical conduct in their day-to-day business.

We carry out Corporate Social Responsibility (“CSR”) activities in line with the Code as well as the following Group policies:

- Sojitz Environmental Policy
- Sojitz Group CSR Action Guidelines for Supply Chains (“CSR Guidelines”)
- Anti-Corruption Rules
- Wood Procurement Policy
- Sojitz Group Human Rights Policy

The following 6 “CSR Focus Areas” have further been identified as mid and long-term Sojitz Group goals:

- Respect the human rights of people involved in our businesses including our employees and those in the supply chains.
- Contribute to the global environment through our businesses.
- Develop, supply and use sustainable resources.
- Develop and grow together with local communities
- Promote opportunities for diverse human resources and workplace diversity
- Emphasise effectiveness and transparency

## **Supply Chain**

Our supply chains include producers of raw material, manufacturers, distributors and agents located globally and across all business divisions.

## **Our Due Diligence Screening**

As part of Sojitz' Know Your Customer due diligence process, we have continued to subscribe to a database which provides wide-ranging information on organisations, including details of financial crime, bribery, corruption, human rights crimes and environmental crime convictions. The information is used for our decision-making process.

## **Effective Management of Slavery and Human Trafficking**

As well as the promotion of the 6 "CSR Focus Areas", in an effort to continue to identify, prevent and mitigate impacts associated with slavery and human trafficking in our business, the CSR Guidelines were revised and a new "Sojitz Group Human Rights Policy" was established in June 2017.

## **Sojitz Group Human Rights Policy ("the Human Rights Policy")**

The Human Rights Policy is available on the Group company website:  
<https://www.sojitz.com/en/csr/humanrights/>

Human Rights Risk Seminar: In October 2017, a seminar was held and attended by Sojitz Group company presidents. The seminar aimed to foster awareness of human rights issues, to inspire greater efforts to address human rights in the future.

E-learning: In January 2018, the Region-wide e-learning training was rolled out on the subject of Human Rights within a business environment.

Updates continue to be considered in the company procedures, rules and regulations.

In an effort to further the Sojitz Group CSR commitment, there are proposals to establish clearer action plans based on the 6 CSR Focus Areas.

A handwritten signature in blue ink, appearing to read 'S. Takahama', written over a dotted line.

Satoru Takahama, Managing Director of Sojitz Europe Plc

3 October 2018