



Toray International Europe Group

Neu-Isenburg, May 2018

Slavery and Human Trafficking Statement **for the Fiscal Year ending 31st March, 2018**

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps that Toray International Europe GmbH, including its subsidiaries, has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Our business

Toray International Europe Group

Toray International Europe GmbH is located in Neu-Isenburg (Germany) and is the parent company of Toray International UK Ltd. in London (UK) and Toray International Italy srl. (Italy). Our main business is related to the purchase and sales of various plastics and chemicals, as well as fibers and textiles.

Toray Group

Toray International Europe GmbH is owned by two Japanese companies - Toray International, Inc. (with 70%), and Toray Industries, Inc. (with 30%). The TORAY Group is currently (as at 31 March 2018) operating in 26 countries worldwide; there are 257 subsidiaries/affiliates; with about 46,000 employees belonging to the group.

Our supply chain

As a trading company, Toray International Europe GmbH operates at the end of the supply chain within the buy and sell process.

The research/planning and production process is the responsibility of Toray Industries, Inc. and other TORAY production companies. On the supplier side, Toray International Europe GmbH buys most of its products from Toray companies (over 90%). The customers are mainly located in Europe and Eastern Europe.

Our policies

The TORAY Group philosophy aims at “the contribution to society through the creation of new value with innovative ideas, technologies and products”. Under this philosophy TORAY places emphasis on its social responsibility and acting fairly while maintaining high ethical standards.

As part of the TORAY Group, we are following the “TORAY Group’s Corporate Social Responsibility (CSR)” Guidelines. The CSR guidelines are integrated into the management philosophy and long-term corporate vision. All TORAY Group companies are obliged to follow the guidelines. More details on CSR can be found on the TORAY website at:

<http://www.toray.com/csr/index.html>

An annual CSR report is published which sets out CSR activities, social issues, CSR targets and performance results in the fiscal year. It is available on the Toray website at:

<http://www.toray.com/csr/download/index.html>

Further efforts on the establishment of a corporate culture of respect for corporate ethics are stated in the TORAY Group "Corporate Ethics and Legal Compliance Code of Conduct". The code of conduct is available on the TORAY website at:

<http://www.toray.com/csr/activity/compliance/culture.html>

Since social responsibility and awareness is getting more and more important, the Toray International, Inc. Group has established its own guidelines: "Corporate Ethics and Legal Compliance Handbook", in October 2016. It contains the TORAY Group principles on CSR and the code of conduct, and guidelines e.g. on relationships with business partners, on human rights and employment regulations.

Efforts to ensure that modern slavery and human trafficking is not taking place

Our business partners are checked carefully before starting a new business. On the supplier side, the Toray International Europe Group can minimise the risk of any involvement of modern slavery since we are buying from a global network of Toray Group companies.

For external business partners, there is checking of company data, websites and certificates, conducting regular customer visits, or checking existing terror and sanctions lists.

The Toray Group has established online training courses covering corporate ethics for all employees. In addition, a seminar on compliance was offered in 2016 to all employees. Such training should improve the awareness of modern slavery and human trafficking within the TORAY International Europe Group.

The number of messages, news or reports is a measure of the effectiveness of our efforts to ensure that modern slavery and human trafficking is not taking place. In Fiscal Year 2017/2018, no messages or reports of such problems were received within the TORAY International Europe Group.

Objectives

External suppliers and customers will be reviewed more often. A separate check of existing corporate ethics and modern slavery statements will also be carried out.

Training for employees will be provided more often to ensure that modern slavery and human rights are high priority topics.

The Toray Group in Japan has established a whistle-blowing system for the Japanese TORAY companies. In the near future, it will be available for overseas TORAY companies too.

A "Corporate Ethics and Legal Compliance Helpline System" supports this procedure through a Corporate Ethics Committee and various "Helpline contact points". Since reporting to a direct supervisor may be difficult in some cases, such a system offers employees an alternative way to report social injustices or other violations.

For and on behalf of the Toray International Europe Group

A handwritten signature in black ink, appearing to read 'Koji Sasaki', written in a cursive style.

Koji Sasaki
Managing Director

Toray International Europe GmbH
Toray International UK Ltd.
Toray International Italy srl.