



## **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 ending 31 March 2022 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 Kyosuke Sasaki, director of Sojitz Europe Plc and CEO & President of the Region.

### **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 Austria, Czech Republic, France, Germany, Hungary, Italy, Poland, Russia, Spain, Turkey and Ukraine (“the Region”).

Our business is currently organised into 7 business divisions: (i) automotive, (ii) infrastructure and healthcare, (iii) aerospace and transportation project, (iv) metals mineral resources and recycling, (v) chemicals, (vi) consumer industry and agriculture and (vii) retail and consumer service division.

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

### **Our principles:**

Our Code of Conduct and Ethics (“the Code”) represent a set of decision-making standards established to act as the foundation for all of Sojitz Group’s (“the Group”) business activities around the world.

The Code has been translated into 23 languages to enable all employees in the UK and Group employees overseas to acquire a shared compliance mindset. E-learning has been offered to employees to reinforce understanding of the Code.

The Code has been updated in 2022 and it reinforces the importance of human rights within the Group.

The new Code has continued to be made public on the Group company website:  
[https://www.sojitz.com/en/corporate/governance/compliance/pdf/compliance\\_e.pdf](https://www.sojitz.com/en/corporate/governance/compliance/pdf/compliance_e.pdf)

The Code is also shared with business contacts and often accompanied by e-learning training to ensure employees and business contacts have a similar standard of compliance and business practice.

As well as our Code, we have the following Group policies to promote and assist our staff with good business practice:

- Sojitz Environmental Policy
- Sojitz Group CSR Action Guidelines for Supply Chains (“CSR Guidelines”)
- Anti-Bribery Policy and Anti-Corruption Rules
- Wood Procurement Policy
- Sojitz Group Human Rights Policy
- Sojitz Tax Policy
- Sojitz Sanctions and Export Controls Policy

Our Anti-Bribery Policy and Anti-Corruption Rule have also been updated.



### **Supply Chain:**

As a general trading company developing business around the world, we are involved in a wide variety of supply chains including producers of raw material, manufacturers, distributors and agents located globally and across all business divisions.

Working with the Group companies and our supply chains to reduce environmental and social (human rights) risks continue to be important issues for us.

Where we have had direct opportunities through supply chain questionnaires to answer and supply documents, we have actively provided details regarding the policies and procedures that the company follows including referencing the Sojitz Group Sustainable Supply Chain Handbook which include the Sojitz Group Human Rights Policy.

### **Our Due Diligence Screening:**

As part of our Know Your Customer due diligence process, we have continued to use the same screening system. The screening platform provides wide-ranging information on organisations and individuals, including sanctions lists, corruption, adverse media reporting including human rights violations. The level of assessment is aligned with the level of risk and the screening outcome is used for our decision-making process.

We currently have a comprehensive screening system where parties to potential new business transactions are screened. This includes indirect business contacts. Adverse findings are flagged up and considered case by case. We have continued to conduct video training to ensure there is understanding by the business teams and support staff regarding the screening requirements and risk assessment.

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

In 2021 a new Whistleblowing Policy was introduced with the intention to facilitate the reporting incidents in the supply chain that could amount to modern slavery. No related reports have been received since the adoption of the policy.

The company's general stance on modern slavery has continued to be made clear and public on the Group company website: <https://www.sojitz.com/en/csr/humanrights/>

Revision and updates continue to be considered to ensure we build on the work towards tackling modern slavery.

A handwritten signature in black ink, appearing to read "K. Sasaki", written over a dotted line.

Kyosuke Sasaki

Director of Sojitz Europe Plc

Date: 19 July 2022