

## **Mitsubishi Logistics Group**

### **FY2024 Statement on Modern Slavery and Human Trafficking**

#### **under the UK Modern Slavery Act 2015**

Mitsubishi Logistics Corporation has produced this Modern Slavery Statement in line with the requirements of section 54(1) of the UK's Modern Slavery Act 2015.

The Group respects internationally recognized human rights including, at a minimum, those expressed in the International Bill of Human Rights and the principles concerning fundamental rights set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We support the United Nations Guiding Principles on Business and Human Rights, and we are taking measures towards their implementation.

The Group recognizes that its business has potential impacts on human rights, directly or indirectly. The Group does not tolerate any form of forced labor or child labor including human trafficking. We prohibit any and all discrimination or harassment, and respect diversity. We respect freedom of association and the right to collective bargaining and secure a safe and healthy working environment.

We will take thorough measures not to violate human rights, including assurance of minimum wages and the realization of appropriate working conditions and workplace environment, including through working time management.

#### **Structure, businesses and supply chains**

The Group is a global provider of logistics services to various sectors including medical and health care, food and beverages, machinery and electronics and new materials.

The Group has over 5,000 employees worldwide and has 140 bases worldwide, 90 of which are in Japan. The Group has a global annual turnover of ¥approximately 280 billion.

Our logistics business is divided into three parts:

- a warehousing, distribution and overland transportation business
- a port and harbor transportation business
- an international transportation business

In addition to the logistics business, the Group also has a real estate business based primarily in Japan.

Our supply chains alongside Japan include suppliers and business partners in our main regions of Southeast Asia, India, China, North America, and Europe.

## **Our policies on slavery and human trafficking**

We have the following policies in place that underpin our commitment to prevent any form of modern slavery or human trafficking in our supply chains or in any part of our business. Accordingly, we conduct surveys through the sustainability questionnaire that includes questions to confirm the support for Mitsubishi Logistics Group Human Rights Policy to our business partners including suppliers. We will review relevant policies and other necessary procedures and reflect these policies so that our commitment is embedded into our entire business activities.

- Code of Conduct:

[https://www.mitsubishi-logistics.co.jp/english/esg\\_sdgs/governance/management/standard.html](https://www.mitsubishi-logistics.co.jp/english/esg_sdgs/governance/management/standard.html)

- Mitsubishi Logistics Group Human Rights Policy

<https://www.mitsubishi-logistics.co.jp/english/company/policy/humanrightspolicy.html>

The Group aims at "engaging in sincere and fair business activities to secure appropriate profits and promote steady growth, appropriately compensating our stakeholders while contributing to the realization of an affluent and sustainable society," as stated in our corporate philosophy. These policies express our commitment to fulfilling our responsibility to respect human rights in order to achieve this corporate philosophy.

## **Due diligence processes, risk assessment and management**

The Group implements human rights due diligence in accordance with the United Nations Guiding Principles on Business and Human Rights and will implement it continuously.

Our human rights due diligence process includes identifying and assessing adverse impacts on human rights, including in relation to slavery and human trafficking, trying to prevent and mitigate such impacts, assessing effectiveness of the measures, and accountability and disclosure of information on the process. We will identify and address material issues and try to review them in response to changes in social circumstances or business trends, by holding dialogue and consultation continuously with stakeholders or external experts.

From FY2023 to FY2024, we determined priority human rights risks and developed initiatives to prevent them, incorporating feedback from external experts. Going forward, we will implement the initiatives and work on monitoring and disclosing the results.

## **Supply chain management**

We continue to encourage our business partners and suppliers to understand and support our Human Rights Policy, and endeavor to take measures for respecting human rights in collaboration with them.

The Group conducts surveys through the sustainability questionnaire to our business partners including suppliers and will facilitate initiatives for compliance with laws and regulations and respect for human rights throughout the comprehensive supply chain.

### **Training and other steps**

The Group strives to enhance employees' awareness by providing them with training on human rights and compliance, among other issues.

We have conducted internal audits to prevent and detect any actions that may infringe upon laws and regulations or that may violate human rights.

### **Key performance indicators**

We use the response rate for our Code of Conduct questionnaire and the sustainability questionnaire to assess the effectiveness of our policies and the steps we have taken. Our target for FY2030 is that the response rate will be over 90% every year. In FY2024, the response rate for the Code of Conduct questionnaire was 96.3%, and for the sustainability questionnaire, it was 74.5%.

The Board of Directors of the Mitsubishi Logistics Corporation approved this statement on July 31, 2025.

July 31, 2025

A handwritten signature in black ink, appearing to read 'H. Saito', is written over a horizontal line.

Hidechika Saito

Representative Director and President

Mitsubishi Logistics Corporation