

## **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

This is Mitsubishi Heavy Industries Air-Conditioning Europe, Ltd. (MHIAE) modern slavery and human trafficking statement for the financial year ending 31 March 2016 pursuant to section 54 of the Modern Slavery Act 2015. This statement has been approved by the board of directors of MHIAE.

### **OUR BUSINESS, STRUCTURE AND SUPPLY CHAINS**

MHIAE is a subsidiary of Mitsubishi Heavy Industries Europe, Ltd. (MHIE). MHIE is headquartered in London and owned by Mitsubishi Heavy Industries Ltd. (MHI), one of the world's leading suppliers of equipment and services to the markets of Energy & Environment, Commercial Aviation & Transportation Systems, Integrated Defense & Space Systems, and Machinery, Equipment & Infrastructure.

MHIAE is headquartered in London and distributes air-conditioning systems for home and commercial use to distributors in Europe and CIS region.

Further details can be found at <http://www.mhiae.com>

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We will not tolerate modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to ensure there is transparency in our own business and to tackle any modern slavery and human trafficking in our supply chain. We expect the same standards from our suppliers and contractors.

In 2015, we adopted by board resolution the MHI Group Global Code of Conduct. We adopted the MHI Code since MHI is our ultimate parent company. The Code prohibits the use of compulsory or forced labour and child labour, and requires us to maintain a framework of fair and just remuneration, fair working hours and benefits.

The Code is available at:

<http://www.mhi-global.com/company/aboutmhi/policy/ebook/codeofconduct/index.html>

We are currently looking to identify the best ways that we can work with our suppliers and our contractors, to ensure that we apply common standards and philosophies to help the eradication of modern slavery and human trafficking.

We will ensure consistent messaging of the Group Global Code of Conduct throughout our business and management at all levels, as well as communicating our expectations to our supply chain.

### **DUE DILIGENCE PROCESSES**

In order to identify and mitigate modern slavery and human trafficking risks, we adopt a risk-based approach and are putting in place processes to:

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- Identify and assess risk areas in our supply chains;
- Monitor potential risk areas in our business and supply chains;
- Mitigate the risk of modern slavery and human trafficking occurring in our business, and supply chains;
- Protect whistle blowers.

#### **STEPS TO ASSESS AND MANAGE RISKS**

Our Chief Compliance Officer will play leading role to address the identification of modern slavery and human trafficking risks and to ensure that appropriate measures are in place, or will be introduced.

#### **TRAINING**

To ensure that our staff understand and can identify modern slavery and human trafficking risks in our supply chains and business, we will develop and provide appropriate training, with targeted training for personnel in procurement and/or with responsibility for supply chain management.

Our staff will be informed about the government's 24-hour modern slavery public telephone helpline (0800 0121 700).

#### **OUR EFFECTIVENESS IN ELIMINATING SLAVERY AND HUMAN TRAFFICKING**

During 2016, we will review the effectiveness of the measures we take in ensuring that there is no modern slavery or human trafficking in either our business or our supply chains, and we will use this to inform the development of our procedures and best practices.

Takehiko Kikuchi



Managing Director

Mitsubishi Heavy Industries Air-Conditioning Europe, Ltd.