

Statement on the UK Modern Slavery Act for FY 2019

1. Overview of the UACJ Group Businesses

Globally, the UACJ Group, centered on UACJ, the aluminum material manufacturer, deploys a wide variety of products made from aluminum. The group is consisted of 73 companies with about 10,000 employees in total (as of March 31, 2020).

Regarding the Group businesses, please see the following:

<https://www.UACJ.co.jp/company/profile/index.htm>

The corporate philosophy and action guidelines of the Group are available at the following:

<https://www.UACJ.co.jp/company/management/policy.htm> (Corporate philosophy)

<https://www.UACJ.co.jp/company/management/UACJway.htm> (Action guidelines: the UACJ Way)

2. Policy on the Prevention of Forced Labor and Human Trafficking

In order to realize our corporate philosophy, the UACJ Group has stipulated compliance with international norms with regard to human rights, such as the International Bill of Human Rights, as well as the specific laws and regulations of each country and region. In addition, the Group strives to respect human rights in all business activities and will never condone forced labor, human trafficking, or child labor as stipulated in the UACJ Group Code of Conduct, which governs all matters of compliance involving the Group's executive officers and employees.

3. Initiatives for the Prevention of Forced Labor and Human Trafficking

- (1) The UACJ Group annually provides education for its executive officers and employees on the Code of Conduct during the period from October to December and confirms the policies and initiatives concerning respect for human rights. For the supply chain, the Group provides the CSR Procurement Guidelines and asks all suppliers to implement the same initiatives as the Group
- (2) The UACJ Group has established a whistle-blowing desk in each of the Group companies in Japan in order to promptly find and correct compliance violations. In 2019, the Group also established, and continues to operate, a common whistle-blowing desk at UACJ that overseas employees can use. Within the Group, there have been no whistle blowing consultations on forced labor, human trafficking, or child labor alleging violations of the UK Modern Slavery Act.
- (3) At UACJ and all affiliated companies in Japan, annual education programs and annual surveys on working hour management have been implemented since fiscal year 2018. At the time of the annual survey, management interviews employees as needed, and if an

inappropriate operation is discovered, we implement improvement measures.

4. Future Initiatives

(1) Thorough comprehension of the present circumstances

The Group will expand the scope and proceed further with surveys on slave labor in the supply chain.

(2) Education

The UACJ Group will continually provide education on respect for human rights to all personnel at the UACJ Group. In order to prevent forced labor and human trafficking within the Group's supply chain, the Group will also continue requesting all suppliers to cooperate with the CSR Procurement Guidelines.

This statement has been approved by the CSR Committee of UACJ Corporation on November 10, 2020.

November 10, 2020

Miyuki Ishihara
Representative Director & President
UACJ Corporation

