

# Modern Slavery Act (UK) Statement

## Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act (UK). It sets out the steps the MUFG Investor Services Holdings Ltd (“MFS Holdings”) and its subsidiaries in Cayman Islands, Bermuda, Ireland, UK, Jersey, Hong Kong, Singapore and Canada (hereinafter ‘MFS’) will take on an ongoing basis, during the 2018 financial year, to ensure that modern slavery and human trafficking are not taking place among vendors or within any part of MFS business.

MFS strives to maintain the highest professional and ethical standards and expects the same from its suppliers.

Slavery and human trafficking remain entirely contradictory to the corporate values of MFS, have no place in or connected to the organisation, and is therefore pleased to reinforce this principle through this statement.

## Background

MUFG Fund Services (UK) Ltd provides sales and marketing services and therefore does not meet all the criteria necessary to be captured under the Modern Slavery Act (UK). Notwithstanding this, MFS choose to publish this statement and implement the steps necessary to mitigate the risk of exposure to modern slavery and human trafficking, and to subsequently provide Clients with this level of comfort.

As a member of the MUFG Group, MFS is committed to MUFG’s Corporate Vision and Principles of Ethics and Conduct. These require amongst other things, that the human rights of all employees are respected, act with integrity and comply at all times with the letter and spirit of laws, regulations and rules that apply to and combat criminal activity.

## Approach

MFS has identified the following steps and measures to mitigate the risk of exposure to modern slavery and human trafficking in its business and supply chains, including but not limited to:

- Human resources policies that aim to create a working environment that is based on the core values of respect, fairness, collaboration, team work, support, trust and transparency.
- Whistleblowing and grievance procedures, through which employees can escalate any concerns relating to modern slavery or human trafficking.
- Anti-bribery and anti-money laundering polices, recognising that modern slavery and human trafficking can be a precursor to bribery or money laundering activities.
- MFS does not condone or support any form of bullying or harassment, and is committed to embracing diversity and building an inclusive culture where all employees are valued, respected and their opinions count. Employment decisions are made in a non-discriminatory manner in accordance with MFS obligations under the law and a commitment to pay a living wage.

- MFS seeks to engage with vendors whose ethical principles align to those of the Company. Vendors, where applicable, are required to confirm they have a Modern Slavery Act Statement in place, which details both their and their supply chains obligations under the Modern Slavery Act 2015 (UK). Confirmation that vendors have a whistleblowing process is sought, which promotes the reporting of incidents of breaches or suspected breaches of the Modern Slavery Act 2015.
- Employees of MFS are provided with regular training on the Principles of Ethics and Anti-Money Laundering.
- MFS has a global Whistleblowing Policy and reporting structure in place.

Senior Management of MFS fully recognise that countering modern slavery and human trafficking are issues of global importance.