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Our approach 

Human rights due diligence 

UK Modern Slavery Act 2015 

Labor relations 

Our approach

Mitsui Kinzoku Group approaches human rights issues based on our Human Rights Policy. We identify the prioritized stakeholders who could potentially be affected in our businesses and supply chain and major human rights risks. We define our approach to the major risks as our Human Rights Standards.

Human Rights Policy of Mitsui Kinzoku Group

Providing society with useful materials by refining underground resources into nonferrous metals: this is the starting

point of Mitsui Kinzoku Group. Throughout the businesses, however, there is the potential for a major impact on the

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[Basic Principle and Position of the Policy]

Accepted

Not accepted

Human Rights Policy ("the Policy"), considering the International Bill of

Human Rights (Universal Declaration of Human Rights and International Covenants on Human Rights), Declaration on Fundamental Principles and Rights at Work (International Labor Organization; ILO), and United Nations Global Compact. Based on this Policy, the Group is taking steps to respect human rights. The Policy also declares our efforts to respect human rights based on Mitsui Kinzoku's Management Philosophy, Corporate Slogan and Code of Conduct, and complements Mitsui Kinzoku Group's Basic CSR Policies.

[Scope of Application]

This Policy applies to all our business offices, plants, laboratories and subsidiaries worldwide. In addition, we will encourage business partners, including suppliers and sales partners, to support human rights and prevent infringements of rights, and cooperatively promote respect for human rights.

[Responsibility for Respecting Human Rights]

We will fulfill our responsibility for respecting human rights by preventing infringements of human rights and addressing any adverse impacts on human rights caused by our business activities. In the case where a business partner, such as a supplier or a sales partner, has had adverse impacts on human rights, we will encourage them not to infringe upon human rights.

[Dialogue and Consultation with Stakeholders]

In terms of human rights issues related to business activities, we will make use of independent external expertise and hold a dialogue and consultation with the involved stakeholders.

[Human Rights Due Diligence]

To fulfill our responsibility for respecting human rights, we will establish a framework of human rights due diligence and implement it on an ongoing basis. Human rights due diligence is a continuous process conducted to preliminarily identify any adverse impact on human rights in society that could potentially be caused by our company, and then to mitigate or prevent it.

[Remedy]

Should it be revealed that we were involved, directly or indirectly, in any action with adverse impacts on human rights, we will work on correcting it through appropriate procedures.

[Information Disclosure and Education]

We will release reports on our human rights initiatives based on the Policy on Mitsui Kinzoku Group's website, CSR report, and other means. In addition, we will provide appropriate education to ensure the effectiveness of the Policy.

Mitsui Kinzoku Group Human Rights Standards



Human rights due diligence

Mitsui Kinzoku Group conducts the human rights due diligence issues based on our Human Rights Standards which identifies the prioritized stakeholders who could potentially be affected in our businesses and supply chain and major human rights risks.


Summary of human rights due diligence

Stakeholder	Employees	Suppliers
Execution contents	<ul style="list-style-type: none">• Assessment by a self-check sheet (SAQ) for our own site and feedback• Conduct on-site surveys and hearings• Take corrective actions	<ul style="list-style-type: none">• Assessment by a s• Conduct interview

UK Modern Slavery Act 2015

Mitsui Kinzoku Group has issued Slavery and Human Trafficking Statement in accordance with the UK Modern Slavery Act 2015.

FY 2020

- Mitsui Kinzoku Group Statement on UK Modern Slavery Act for financial year ended March 2021 [PDF : 173 KB] 

FY 2019


- Mitsui Kinzoku Group Statement on UK Modern Slavery Act for financial year ended March 2020 [PDF : 175 KB] 

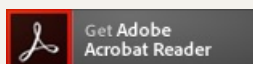
FY 2018

- Mitsui Kinzoku Group Statement on UK Modern Slavery Act for financial year ended March 2019 [PDF : 425 KB] 

Labor relations

Mitsui Kinzoku Group respects freedom of association and collective bargaining. A labor-management council and a labor-management round-table conference are regularly held to communicate with workers. More information related to labor relations are available in our Integrated Report.

Integrated Report Respect for Human Rights [PDF : 567KB] 



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