

ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

FOR FISCAL YEAR ENDED 31 MARCH 2021

INTRODUCTION FROM THE BOARD OF DIRECTORS

We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATION STRUCTURE

JALUX, Inc. ("JALUX") operates a variety of businesses ranging from the aviation and airport-related business to the provision of daily commodities and services. JALUX has its head office in Tokyo, Japan. JALUX has 1,739 employees worldwide (including 1,326 at consolidated subsidiaries) and has a network of business offices in 7 countries outside of Japan.

We have a global annual turnover of £ 528,596,000 (as of 31 March 2021).

Please see below for further details regarding our organisation structure.

Corporate information: <https://www.jalux.com/en/profile/information.html>

Network of business offices: <https://www.jalux.com/en/profile/world.html>

OUR BUSINESS

Our business is organised into four business segments and fourteen departments.

Aviation and Airport Unit

Offers aircraft parts, materials and ground support equipment for the aerospace industry and aviation-related ministries through networks in the U.S., Europe and Asia using the IT system and stock function to be a total solutions provider.

Life Services Unit

For many years, the Insurance Department has provided insurance products to corporate and individual customers as an agent for more than 30 non-life and life insurance companies, including foreign capitalized companies.

Retail Unit.

Applying our knowledge of in-flight sales and airport duty-free shops and our product planning know-how, the Travel Retail Business seeks to uncover the finest brands for distribution to clients (duty-free shops in Japanese airports, airlines and more).

The department also exports brand products to airport duty-free shops in Vietnam and Lao PDR and distributes goods for cross-border e-commerce.

Food and Beverage Unit

Imports fresh and frozen seafood, fresh vegetables and fruits, and wines from around the world for sale to wholesalers, mass retailers, restaurants and other customers. The Marine Products Department processes fish in China and Vietnam. The Processed Foods Department exports made-in-Japan foodstuffs mainly to Asia and the US.

Please see below for further details regarding our business.

Company Profile:

https://www.jalux.com/documents/en/profile/profile2021_1.pdf

Our Business: <https://www.jalux.com/en/division/>

OUR SUPPLY CHAINS

Our supply chains include over two thousand suppliers from each corner of industries to our four business segments.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we are in the process of establishing systems to:

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

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we are in the process of establishing a supply chain compliance programme.

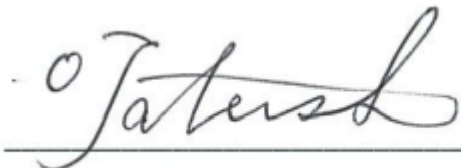
TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are in the process of providing training to our staff by way of distributing our modern slavery policy.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have appointed the General Manager of the Legal and Risk Management Department to conduct a review to bring insights on ways to tackle slavery and human trafficking. The General Manager of the Legal and Risk Management Department shall use appropriate measures to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2021.



(Signature)

Osamu Tateishi
Director
Managing Executive Officer, Chief Sustainability Officer
JALUX Inc.

Date: 30 September 2021