

# **Modern Slavery Act Transparency Statement for**

**FANUC UK Ltd**

**March 2025**

## **Modern Slavery Act Transparency Statement for**

### **FANUC UK Ltd**

Opening Statement from Senior Management

**FANUC UK Ltd** is committed to preventing modern slavery and human trafficking within its business and supply chains. We expect our suppliers to uphold the same high standards.

The Modern Slavery Act 2015 came into force in the UK to enhance support and protection for victims of human trafficking and slavery. **FANUC UK Ltd** fully supports the Act and outlines its position below.

### **Structure and Supply Chains**

FANUC UK Ltd is an engineering company operating within the automation sector. We employ over 100 people in the UK. More information about our operations can be found at: <https://www.fanuc.eu/uk/en>

Our operations involve collaboration with a range of suppliers providing both products and services.

### **Policies Relating to Slavery and Human Trafficking**

We have several internal policies that reflect our stance against modern slavery, including:

- Social Responsibility Policy
- Equal Opportunities Policy
- Health & Safety Policy

Suppliers are informed of these policies and are encouraged to adopt the same ethical standards.

### **Due Diligence Processes**

To monitor and reduce the risk of slavery and human trafficking, FANUC UK Ltd implements the following due diligence procedures:

- Annual audits conducted internally (by FANUC Europe & FANUC Japan) and externally (by PwC)
- Identification and monitoring of potential risk areas in our operations and supply chains
- A zero-tolerance approach to slavery and trafficking throughout our organisation
- Protection and support for whistleblowers who raise genuine concerns

### **Risk and Compliance**

We routinely assess the risk of modern slavery in our business and supply chains. Key risk management activities include:

- Communicating our policies to suppliers and encouraging adoption of our standards

- Immediate termination of supplier relationships if breaches of anti-slavery policies are discovered

### **Success and Effectiveness of Our Measures**

We measure our effectiveness in preventing modern slavery through:

- Verification of employee right-to-work documentation (e.g., National Insurance numbers, working visas)
- HMRC-monitored salary compliance
- Ongoing assessments of our partners and suppliers via formal and informal reviews

### **Training**

FANUC UK Ltd utilises several cloud-based systems, including SAP 4/Hana, SAP SuccessFactors, and ADP, to manage compliance. These systems issue alerts for expiring contracts and working visas.

In addition, our LMS platform in SAP SuccessFactors, provides awareness and compliance training covering social responsibility and health & safety matters.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes FANUC UK Ltd's slavery and human trafficking statement for the financial year 2024/25.

Signed:



Tom Bouchier

Managing Director  
FANUC UK Ltd

Date: March 2025