Mazda Motors UK – Slavery and Human Trafficking Statement for the financial year April 2022 - March 2023

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015. This has been approved by the board of directors of Mazda Motors UK Limited.

About Mazda Motors UK Limited

Mazda Motors UK Limited is the sole importer and distributor of Mazda vehicles, parts and accessories in the United Kingdom. It is a wholly owned subsidiary of Mazda Corporation based in Japan.

Mazda Motors UK Limited works in alliance with an independent network of Mazda franchised dealers throughout the United Kingdom. Whilst these dealerships are neither owned nor controlled by Mazda Motors UK Limited it nevertheless remains an important requirement that they operate to the same anti-slavery and anti- human trafficking principles applied by Mazda Motors UK Limited in relation to its own business and to that of its supply chain.

Our Policies

We hereby state that we will not tolerate modern slavery or human trafficking in our supply chains or in any part of our business. We have encouraged conducting business in an open and ethical way. Our European Code of Conduct is applicable to all employees of Mazda Motors UK and includes guidance on basic rights and third-party relationships. We are committed to human rights and employees' rights and are supportive of the UK Government's objective of eradicating modern slavery and human trafficking.

For the supply chain of Mazda branded products and those partners and suppliers who work with us, the Mazda Supplier CSR Guidelines was created in July 2010. This promotes CSR activities among Mazda suppliers and requests total compliance with the laws and regulations of all countries and regions. The guidelines outline six areas such as respect for people including the prohibition of child labour and forced labour. It requests that all Mazda suppliers comply with the guidelines in these areas.

Due Diligence and Risk Management

As part of Mazda Motor UK's assessment for any new supplier working with us, we will provide a Business Partner Code of Conduct which details, among other things, how we expect the supplier to operate in relation to promoting labour and human rights within our supply chain, together with the CSR guidelines that suppliers that work with Mazda must follow. Non-compliance with these policies will not be tolerated.

Mazda's standard terms and conditions state that upon request, our suppliers shall promptly confirm in writing to Mazda what checks it has done (and steps taken) in respect of its own supply chain to prevent bribery, corruption and slavery.

Mazda have processes in place to identify and mitigate risk throughout our operations and our supply chain. An example of this is within the European Code of Conduct, Mazda has a Speak Up (Whistleblowing) Policy which allows employees and business partners to confidentially report any concerns or issues they see or suspect without fear of reprisal. This, together with the completion of an annual Global Employee Survey, allows Mazda employees to anonymously share their views on how they feel the company treats them and others.

Training

All Mazda Motors UK employees undertake mandatory online training on the Mazda Code of Conduct. The Code of Conduct and eLearning module is available on the company intranet and must be completed annually.

Key Performance Indicators

In Europe the Internal Control department are responsible for auditing compliance with relevant laws and regulations.

Mazda Corporation conducts an annual CSR Questionnaire to survey its suppliers. This aims to establish a system to understand and evaluate the status of CSR implementation across main suppliers. The CSR questionnaire survey was introduced in March 2014 and is performed every year. In March 2017 Mazda analysed the results of the surveys conducted over the past three years and reviewed and revised the questionnaire items and methods, taking into account the changes in society's interest in CSR. In January 2018, Mazda Motor Corporation signed the United Nations Global Compact. This is a voluntary effort by corporations and organisations to be good corporate citizens by exercising responsible, creative leadership and to build a global framework for sustainable growth. Mazda works to uphold the 10 principles of the UN Global Compact, including protecting human rights, eliminating all forms of forced labour, undertaking environmental initiatives, and working against corruption. Mazda is committed to contributing to the development of a sustainable society through these activities.

Further Steps

We continue to review the effectiveness of the measures we have taken to further improve our policies, procedures and other measures.

Approved by the Board of Directors of Mazda Motors UK Ltd

20 September 2023