

Mazda Motors UK Ltd
Modern Slavery and Human Trafficking Statement
For the Financial Year Ending 31 March 2026

1. Introduction

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and outlines the steps Mazda Motors UK Ltd has taken during the financial year ending 31 March 2026 to prevent modern slavery and human trafficking in our operations and supply chains.

Mazda Motors UK Ltd is committed to conducting business responsibly and ethically. We recognise the importance of combating modern slavery and are dedicated to improving our practices to ensure that slavery and human trafficking have no place in our business or supply chains.

2. Our Business and Structure

Mazda Motors UK Ltd is a wholly owned subsidiary of Mazda Motor Corporation, headquartered in Japan. We are responsible for the sales, marketing, and distribution of Mazda vehicles, parts, and accessories throughout the United Kingdom.

Our operations include a head office based in Dartford, Kent, and a nationwide network of authorised dealerships and service centres. We employ approximately 109 staff across various functions including sales, marketing, customer service, logistics, and aftersales support.

3. Our Supply Chains

Our supply chains include:

- Vehicle and parts sourcing from Mazda Motor Corporation and associated manufacturing plants.
- UK-based logistics, warehousing, marketing, and professional service providers.
- Dealership and retail partners operating under authorised agreements.

While Mazda Motors UK Ltd does not manufacture products directly, we are aware of the global nature of automotive supply chains and the associated risks, particularly in raw material extraction, electronics, textiles, and logistics.

4. Our Policies

Mazda Motors UK Ltd has the following policies in place to support our commitment to combat modern slavery:

- **Mazda Code of Conduct** – Outlining the ethical standards expected of employees, suppliers, and contractors.

- **Supplier Code of Conduct** – Requiring our suppliers to comply with applicable laws including the prohibition of forced or child labour.
- **Whistleblowing Policy** – Providing a confidential process for employees and third parties to report concerns related to unethical or unlawful behaviour, including human rights abuses.

These policies are regularly reviewed and communicated across the organisation.

5. Due Diligence and Risk Assessment

Mazda Motors UK Ltd undertakes due diligence in relation to modern slavery risks through:

- Screening new suppliers using the Business Partner Code of Conduct, which includes expectations around labour and human rights.
- Utilising the work undertaken by Mazda Motor Corporation with regards its CSR Guidelines, established in 2010, requiring all suppliers to comply with laws and prohibit child and forced labour.
- Ongoing risk assessments which are conducted across all the business areas.

We acknowledge that higher-risk areas include international freight, warehousing, and the sourcing of raw materials used in vehicle manufacturing.

6. Training and Awareness

We provide training to relevant employees to raise awareness of modern slavery, including how to identify signs of exploitation and how to report concerns. In 2025/26, this included:

- Annual reminder of the Mazda Code of Conduct and the availability of a Whistleblowing hotline to report any concerns.
 - Promoting ethical business standards and practices, including awareness of modern slavery risks.
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7. Effectiveness and Performance Indicators

Mazda Corporation actively conducts human rights due diligence initiatives in partnership with Caux Round Table (CRT) Japan, a third-party non-profit organization. In the financial year 2024, Mazda undertook human rights impact assessments involving identified suppliers or sales companies in Japan as part of its ongoing efforts to strengthen human rights protections throughout its value chain. In January 2018, Mazda signed the United Nations Global Compact. This is a voluntary effort by corporations and organizations 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 United Nations 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.

As of 31 March 2026, no incidents of modern slavery or human trafficking have been identified in our operations or supply chains.

8. Future Commitments

In the next financial year, we aim to:

- Strengthen supplier engagement on ethical sourcing and human rights.
 - Collaborate more closely with Mazda Motor Corporation on global supply chain transparency.
 - Implement enhanced due diligence processes for higher-risk third parties.
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9. Approval

This statement has been approved by the Board of Directors of Mazda Motors UK Ltd and will be reviewed and updated annually.

23 September 2026