

Yamazaki Mazak UK Ltd

Slavery and Human Trafficking Statement 2024

Yamazaki Mazak UK Ltd (YMUK) strives to maintain the highest standards of business ethics and is committed to upholding the principles enshrined in the Modern Slavery Act 2015.

Supply Chain Overview

The supply chain for manufacturing machine tools can be quite complex with multiple tiers of suppliers between the final machine tool product and basic raw materials.

YMUK works in a complex environment supplying worldclass manufacturing systems and technology to a variety of customers, from small sub suppliers to large multinational companies. All of YMUK's customers expect worldclass technology, performance quality and value from our products. In order to achieve this, YMUK sources raw material and components globally, often from companies for which YMUK forms a very small part of their customer base.

This makes it a challenge to effectively manage business, sustainability, environmental, and human rights issues. Ultimately, respecting human rights and environmental issues are the responsibility of our suppliers, however, YMUK plays an active role in managing its supplier base to ensure that our expectations are clearly communicated.

Supply Chain Standards

Our Purchase Order Terms and Conditions clearly state that all suppliers must comply with the UK Modern Slavery Act 2015. We will expect our suppliers to cascade this throughout their own supply chain, where appropriate, ensuring compliance with the above requirements and we will terminate our relationship with a supplier if issues of non-compliance with the above conditions are not addressed in a timely manner.

From 2016, we regularly assess risk related to issues of human trafficking and forced labour within our supplier base. Our risk assessment will be based on G20 data on Vulnerability and Prevalence. Suppliers are categorised Low, Medium & High risk.

Low risk suppliers will be requested to submit their human rights and antislavery policy every three years. Medium risk suppliers will complete an Evaluation Survey in addition to providing their policy. High risk suppliers will be visited every two years where an ethical audit will be carried out.

Recruitment Practices

YMUK recruits colleagues directly or via an onsite agency, called 365 Resourcing. When a vacancy cannot be filled via these usual routes, then the HR Department at YMUK will utilise local recruitment companies. All the companies contracted to recruit staff are required to comply with the YMUK Resourcing Policy. All applicants are required to prove their right to work in the UK at interview stage and then again at the point of any offer being made.

On an ongoing basis, we monitor employee activity and, where there is cause of concern, the HR Department will investigate. Our ongoing monitoring is logged on the Company Action Log.

We have undertaken training of specific employees engaged in managing our supply chain and recruitment processes. They are equipped with the necessary knowledge and awareness to correctly carry out ethical audits within our supplier base. We will also liaise with other Yamazaki Mazak global companies to ensure that common suppliers are monitored rigorously.



Richard Smith

European Group Managing Director

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