

# TOYOTA

MANUFACTURING UK

## Toyota Motor Manufacturing UK's Approach To Preventing Modern Slavery & Human Trafficking

For Financial Year Ending 31<sup>st</sup> March 2024



## Introduction

This is Toyota Motor Manufacturing UK's (referred to as "TMUK") Modern Slavery Statement. This is to meet TMUK's requirement in line with Section 54 of the Modern Slavery Act 2015.

We have continued to deepen our understanding of the risks, as well as inform and communicate to our members (employees) and supply chain. Toyota as a whole continues to be committed to conducting business in an open and fair manner, and aims to become the most respected and trusted car manufacturer in the world.

Toyota believes it is paramount to operate within a set of key values, which are referred to as the Company's Guiding Principles.

The "Guiding Principles at Toyota" consist of the following seven principles:

1. Honour the language and spirit of the law of every nation and undertake open and fair corporate activities to be a good corporate citizen of the world.
2. Respect the culture and customs of every nation and contribute to economic and social development through corporate activities in the communities.
3. Dedicate ourselves to providing clean and safe products and to enhancing the quality of life everywhere through all our activities.
4. Create and develop advanced technologies and provide outstanding products and services that fulfil the needs of customers worldwide.
5. Foster a corporate culture that enhances individual creativity and teamwork value, while honouring mutual trust and respect between labour and management.
6. Pursue growth in harmony with the global community through innovative management.
7. Work with business partners in research and creation to achieve stable, long-term growth and mutual benefits, while keeping ourselves open to new partnerships.

TMUK's vehicle manufacturing plant is located at Burnaston in Derby and the engine plant is located at Deeside in North Wales, employing approximately 3,000 members and engaging with a number of contractors across both plants. In addition to its permanent employees TMUK utilises the services of agencies, service providers and third party contractors.

TMUK has the following operating principles:

- We strive to create a safe, healthy, harmonious and dynamic working environment. We respect human rights and do not discriminate. We comply with all relevant laws and regulations.
- We strive for discussions based on mutual trust and respect, and aim for long term prosperity. We provide social protection and remuneration in line with the local regulations and well-balanced practices.

- We respect human rights and therefore provide a workplace free from harassment and intimidation. Our members are not forced to work against their will, and they work without threat of punishment. We do not endorse child labour practices, everyone working at TMUK is doing so voluntarily and free from threat of penalty or coercion.
- We strive for a healthy work-life balance.
- We require our suppliers and contractors to operate in accordance with TMUK's Code of Conduct and to be compliant with all applicable laws and regulations in the countries in which they operate.
- TMUK believes in developing mutually beneficial long-term relationships based on mutual trust with all suppliers. To foster that trust, we pursue close and wide-ranging communication to share our knowledge to enhance our business relationship.

This Statement acknowledges the parameters TMUK works within. TMUK is a UK manufacturing company, which builds vehicles for Toyota Motor Europe (known as "TME"). TME Purchasing source vehicle and engine components for all the European Manufacturing Companies (EMCs), including TMUK.

Within TMUK's remit is responsibility for the purchasing of consumables and services at the Burnaston and Deeside sites.

There are Toyota policies and procedures, which underpin the purchasing arrangements, these include the Code of Conduct, the Purchasing Policy, Supply Chain Responsibilities commitment, and Toyota Motor Corporation's Human Rights Policy.

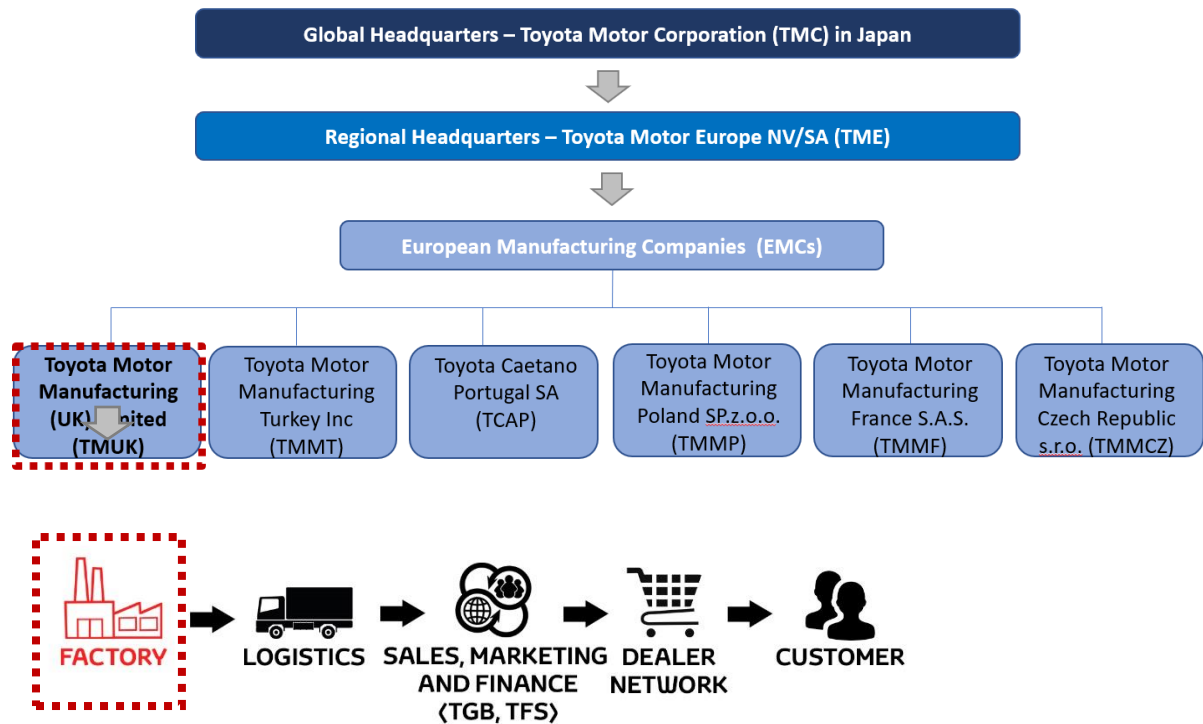
During 2023/24 TMUK focused upon the areas it can influence, and to act both responsibly and ethically. TMUK works closely with its suppliers.

In order to continue to aid awareness of modern slavery and human trafficking, TMUK has continued to provide awareness training to all new and existing members through the induction programme and annual updates.

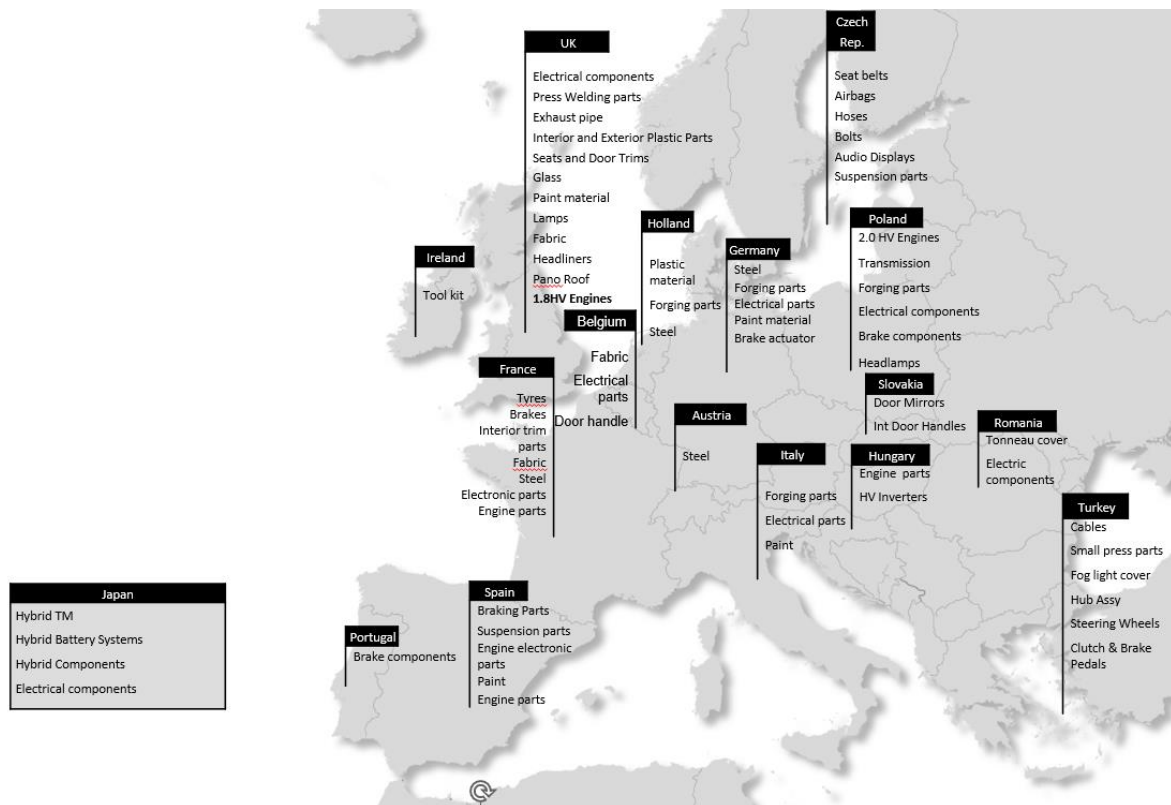
TMUK continues to work closely with Toyota (GB) and Toyota Financial Services (TFS) in the UK. We are continuing to publish their statements on the TMUK website alongside our own to ensure customers, suppliers and other stakeholders have transparency in understanding our approach across the business entities.

## Structure, business and supply chains

The structure of Toyota can be explained using the following company information graphic:



TMUK receives vehicle and engine components via TME and TMC suppliers. The following map identifies the countries from which TMUK received parts from:



Whilst the automotive sector is complex due to the nature of the manufacturing process involving many tiers of suppliers across a large number of countries, Toyota works with suppliers so that they understand the requirements and the expectations for them to operate in an ethical manner.

## Policies relevant to slavery and human trafficking

TMUK's approach, and its policies and procedures, closely aligns with Toyota Motor Europe (TME) and Toyota Motor Corporation (TMC) as the Company's vision and operating principles cascade down from Japan, to the European Region, and to the UK.

The regions are in regular contact and a committee for Human Rights meet on a regular basis to share approach, best practice and knowledge.

Toyota Motor Corporation's (TMC) approach is to "produce happiness for all". Their request to global entities in every country and every region in which Toyota operates, is to aim to be the best company in town that is both loved and trusted by the people.

Toyota's approach is to continue to protect and improve the human rights of our employees, customers, and all people involved in our business activities in order to be beneficial towards society.

Toyota's Human Right Policy includes the following commitments:

1. Commitment for the “respect for human rights”;
2. Scope of responsibility;
3. Human rights due diligence;
4. Remedy;
5. Education & training;
6. Monitoring and disclosure;
7. Consultation with stakeholders.

TMUK is committed to Toyota's Guiding Principles. TMUK's policies are drawn from TME and TMC, along with its own policies. Relevant policies and codes include:

- TMUK's Modern Slavery & Human Trafficking Policy
- TMUK's Purchasing Policy
- TME's Sustainable Purchasing Guidelines
- Supply Chain Responsibilities
- TMC's Human Rights Policy
- Toyota Code of Conduct, with each entity having a local version of the Code of Conduct.
- Corporate and Social Responsibility Policy

In addition to the above TMUK operates a confidential 'Speak-Up' / Whistleblower telephone and email account.

Facts or suspicions regarding serious wrongdoings should be reported to TMUK through the supervisory chain or directly to the TMUK 'Speak-Up' / Whistleblower compliance service via telephone 01332 283602 or email: [TMUK.Compliance.Officer@ToyotaUK.com](mailto:TMUK.Compliance.Officer@ToyotaUK.com)

Reported facts or suspicions of wrongdoing will always be taken seriously by TMUK. They will be investigated thoroughly and will be dealt with as appropriate.

## **Due diligence and steps to assess and manage the risk of slavery and human trafficking in our business and supply chains**

TMUK sets out its approach within its Sustainable Purchasing Guideline, it is against this guide that TMUK sets its due diligence approach.

During 2023/24, TMUK has:

- Continued to audit and conduct relevant checks for the business.



- Continued to work with the authorities and to report concerns when necessary.
- Continued to monitor and act upon UK labour and economic trends, therefore we worked with our logistic partners following the UK experiencing driver shortages.
- Reviewed our temporary labour provisions.

## **Performance indicators**

During 2023-2024 we focussed on our temporary labour provisions and reviewed the associated policies and procedures concerned. We undertook benchmarking, reviewed options, made a proposal, and implemented necessary changepoints.

## **Training**

During 2023-2024 we:

- Continued to mark Anti-Slavery Day in the UK in October as a reminder to all members of the need to remain vigilant and to consider the welfare of those around them (both in work and out), and to signpost where to report any concerns to.
- Continued to provide specific updated training to members, including the bi-annual briefing of TMUK's Code of Conduct and 'Speak-up' / Whistleblowing process.
- The training and awareness updates were communicated to all 3,000 members and contractors working on our sites.
- The welfare of our members remains a key element for TMUK, we continued to look after our members and encourage good communication on a one-to-one basis, referred to as 'Mendomi'.

## **Objectives for 2024-2025**

The objectives for 2024-2025 are set out below. These incorporate activities across TMUK and its operations.

TMUK will:

- Continue to mark Anti-Slavery Day in the UK in October as a reminder to all members of the need to remain vigilant and to consider the welfare of those around them (both in work and out), and to signpost where to report any concerns to. Review its supplier engagement and due diligence process to include updating training and awareness for the UK Purchasing team.

- Review its recruitment processes alongside its use of recruitment agencies and any providers of temporary labour.
- Continue to share knowledge and approaches with Toyota Motor Corporation, Toyota Motor Europe and UK Toyota entities.
- Continue to audit and conduct relevant checks for the business.
- To continue to remind all members of the need to remain vigilant and to consider the welfare of those around them (both in work and out) via induction training and annual updates.
- Continue to support local & UK initiatives.

## **Responsibility for compliance**

TMUK continues to have a Compliance Officer. For 2024-2025 this continues to be Tim Freeman, Deputy Managing Director who is supported by the Legal & Compliance section.

## **Approval**

This statement was approved by TMUK's UK Board:

**Dariusz Mikolajczak**  
Managing Director

**Tim Freeman**  
Deputy Managing Director, Company Secretary and Compliance Officer