



TOYOTA MOTOR MANUFACTURING (UK) LTD

Toyota Motor Manufacturing UK Modern Slavery and Human Trafficking Statement

For the financial year ending 31 March 2026



1. Introduction

This statement is made by Toyota Motor Manufacturing (UK) Limited ("TMUK") pursuant to section 54 of the Modern Slavery Act 2015. It sets out the steps TMUK has taken during the financial year ending 31 March 2026 to prevent modern slavery and human trafficking within its business and supply chains.

TMUK is committed to operating responsibly and ethically. We recognise that modern slavery and human trafficking are serious abuses of human rights and that businesses have an important role in identifying, preventing, mitigating and responding to risks within their operations and supply chains.

During 2025/26, TMUK continued to strengthen awareness, review relevant processes and support ethical working practices across its operations and supply chains.

2. About TMUK



TMUK - B
Vehicle manufacturing
Burnaston, Derbyshire

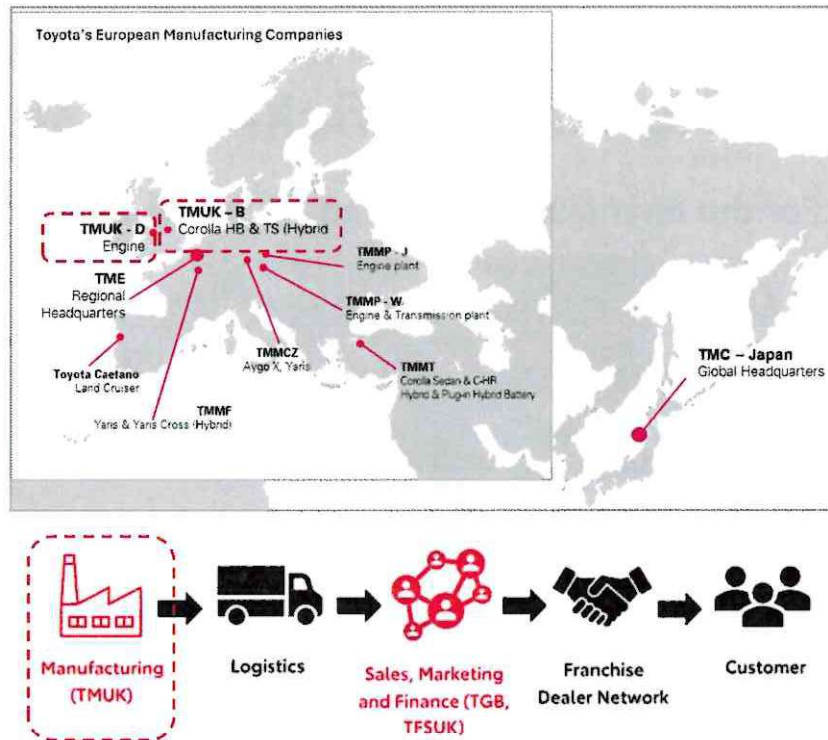


TMUK - D
Engine manufacturing
Deeside, North Wales

TMUK is a UK manufacturing company with a vehicle manufacturing plant at Burnaston in Derbyshire and an engine plant at Deeside in North Wales. TMUK builds vehicles for Toyota Motor Europe ("TME") and is part of the Toyota Group. TMUK's ultimate parent company is Toyota Motor Corporation ("TMC"), headquartered in Japan. The Group has a global annual turnover of £249 billion.



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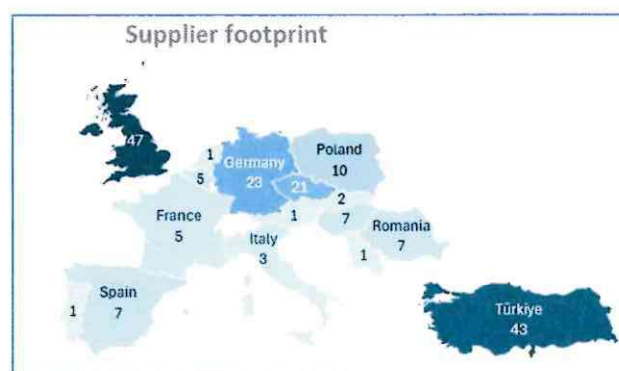
TMUK employs approximately 3,000 members and engages contractors, service providers and agency labour across its sites. TMUK recognises that its workforce model and supply chain require effective governance, oversight and ongoing awareness to help prevent modern slavery and human trafficking risks.

3. Our Supply Chains

TME's purchasing team sources vehicle and engine components for Toyota's European Manufacturing Companies, including TMUK. Within TMUK's remit, TMUK is responsible for purchasing consumables and services required at the Burnaston and Deeside sites.

TMUK recognises the complexity of the automotive sector, particularly given the nature of manufacturing operations and multi-tier supply chains across several countries. Suppliers and contractors are required to operate in accordance with TMUK's Code of Conduct and the TME Sustainable Purchasing Guidelines, including compliance with applicable laws and regulations, respect for human rights, the prevention of child and forced labour, and clear, prompt reporting of concerns, misconduct or potential non-compliance.

This map identifies the countries from which TMUK receives parts from.



+ Japan
Thailand



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4. Governance and Accountability

TMUK has identified named individuals and departments with responsibility for modern slavery risk management. For 2025/26, TMUK's compliance officer is Richard Finchett, Deputy Managing Director, supported by the Legal and Compliance section.

TMUK's approach is aligned with Toyota's global and regional governance expectations, including collaboration with TMC, TME, other Toyota entities and Unite the Union Trade representatives. This supports shared learning, consistency of approach and continuous improvement in relation to human rights and modern slavery risk management.

TMUK has the following operating principles:

- a) Strive to create a safe, healthy, harmonious and dynamic working environment. Respect human rights and do not discriminate. Comply with all relevant laws and regulations.
- b) Strive for discussions based on mutual trust and respect and aim for long term prosperity. Provide social protection and remuneration in line with the local regulations and well-balanced practices.
- c) Respect human rights and therefore provide a workplace free from harassment and intimidation. Members are not forced to work against their will, and 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.
- d) Strive for a healthy work-life balance.

5. Policies and Standards

TMUK's commitment to preventing modern slavery and human trafficking is supported by policies, standards and guidance that set expectations for ethical conduct, responsible purchasing and respect for human rights. These include:

- TMUK Modern Slavery Policy
- Toyota Code of Conduct
- Equal Opportunities and Dignity at Work Policy
- TMUK Purchasing Policy
- TME Sustainable Purchasing Guidelines
- Supply Chain Responsibilities commitment
- TMC Human Rights Policy
- Corporate Social Responsibility Policy
- Whistleblower Policy

These policies are reviewed and updated as appropriate and provide the framework for ethical conduct, legal compliance and responsible supplier engagement.



TOYOTA MOTOR MANUFACTURING (UK) LTD

Toyota's Human Right Policy includes the following commitments:

- a) Commitment for the "respect for human rights"
- b) Scope of responsibility
- c) Human rights due diligence
- d) Remedy
- e) Education & training
- f) Monitoring and disclosure
- g) Consultation with stakeholders

6. Risk Assessment and Due Diligence

TMUK recognises that modern slavery risks can arise within direct operations, labour arrangements, contractor activity and supply chains. Particular areas of focus include agency and temporary labour, contractors and service providers, multi-tier automotive supply chains, international sourcing and indirect procurement.

TMUK's due diligence approach includes identifying, assessing, monitoring and mitigating relevant risks through its policies, procedures, supplier engagement and internal governance arrangements.

TMUK continues to work closely with Toyota (GB), Sales & Marketing in the UK and publishes relevant statements to provide transparency for customers, suppliers and other stakeholders.

During 2025/26, TMUK strengthened supplier onboarding with modern slavery risk assessments and continued checks with providers of temporary labour.

TMUK sets out its approach within the Sustainable Purchasing Guidelines.

Where concerns are identified, TMUK will consider appropriate action, which may include further review, supplier engagement, escalation, remediation or reporting to relevant authorities where necessary.

7. Training and Awareness

TMUK provides training and awareness activities to help members understand modern slavery and human trafficking risks, recognise potential indicators and know how to report concerns. Awareness is provided through inductions, annual updates and relevant briefings.

During 2025/26, TMUK marked Anti-Slavery Day in October as a reminder to all members to remain vigilant and consider the welfare of those around them, both in and outside work.



TOYOTA MOTOR MANUFACTURING (UK) LTD

8. Speak-Up and Grievance Mechanisms

As part of TMUK's approach to prevent and mitigate the risk of slavery and human trafficking, certain grievance mechanisms are in place.

TMUK operates a confidential Speak-Up / Whistleblowing service by telephone (Tel: +44 1332 283602) or email (TMUK.Compliance.Officer@ToyotaUK.com).

Members, contractors and other relevant stakeholders are encouraged to report facts or suspicions of serious wrongdoing through either the supervisory chain, the Unite the Union Representatives, the Human Resources team or directly through the Speak-Up / Whistleblowing compliance service.

Reported concerns are taken seriously, investigated thoroughly and managed appropriately.

TMUK encourages open communication and continues to promote welfare discussions, including through its one-to-one communication approach known as Mendomi.

9. Measuring Effectiveness

TMUK monitors the effectiveness of its approach through ongoing review of relevant processes, awareness activity, supplier engagement, audits and checks, and reporting mechanisms. These activities help TMUK assess whether its policies and procedures remain appropriate and where further improvement is required.

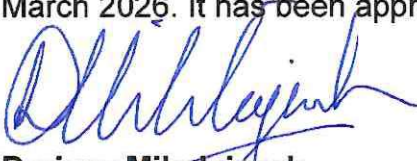
TMUK remains committed to strengthening its ability to identify, prevent, mitigate and respond to modern slavery risks through targeted improvements and ongoing monitoring.

10. Priorities for 2025/26

- Continued to provide modern slavery awareness through induction, annual updates and targeted briefings.
- Continued to review supplier engagement and due diligence processes.
- Maintained an oversight of temporary, contractor & services labour providers.
- Reviewed enhancements to the Speak-Up / Whistleblowing process to promote and encourage reporting of concerns.
- Strengthened consistency of approach via Toyota group collaboration & learning.

11. Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TMUK's slavery and human trafficking statement for the financial year ending 31 March 2026. It has been approved by TMUK's Directors.



Dariusz Mikolajczak
Managing Director

Dated : 16.09.2026.

