

Modern Slavery and Human Trafficking Statement 2024-25

Yokohama TWS Ltd is a world-wide provider of tyres and wheels, with distribution centres in over 30 countries. We operate four sites within the UK. These are Yokohama TWS UK Ltd, Interfit Ltd, Watts Tyres Ltd and Mitas AG UK Ltd, all of which are covered by this statement.

We take our responsibilities in respect of modern slavery and human trafficking very seriously. We are committed to playing our small part in eradicating this modern-day scourge, which has been described as criminality hidden in plain sight. Government research recently concluded that it costs the UK economy £4 billion annually.

We present our 2024-2025 statement as required by section 54 of the Modern Slavery Act 2015. The UK Board of Yokohama TWS Ltd endorsed this report at its meeting on 10th October 2024.

As a Director with key responsibility, I am proud to present this public statement of our position. We fully intend this to be a living policy that informs our culture and development, and it will be updated regularly. It will always be displayed prominently on our website by hyperlink from the home page.

If you wish to ask anything about the content of this statement, I have provided my contact details below and I will be pleased to hear from you.

Our Supply Chain

The nature of our activities means that we rely significantly on our supply chain. Our supply chain is relatively complex. It consists of multiple suppliers based both within and outside the UK. These may be primary suppliers e.g. manufacturing finished goods and materials which we then purchase, or they can be secondary suppliers e.g. they import goods and materials produced by others which we then purchase.

We provide a questionnaire to all of our suppliers in an attempt to ascertain that no goods purchased, or labour used, has been subject to slavery, exploitation, coercion or human trafficking. Our ability to verify the assurances we receive is, of course, limited. However, to date we have not identified any significant risks of modern slavery or human trafficking within our supply chain. We consider our overall risk level to be relatively low.

We are currently considering the potential to extend the assurances we require from other suppliers. We will investigate the possibilities over the next twelve months and report further in our next annual statement.

Our Staff

One of the most important ingredients of a successful business is undoubtedly its staff. Many of our staff have been with us for more than 20 years. We are absolutely committed to providing legally compliant terms and conditions of employment, and we uphold the highest standards in our human resources policies and practices.

To date we have not identified any risks of modern slavery or human trafficking within our own organisation. We operate a legally compliant, planned approach to procurement and payment. We also ensure that our organisation and its staff observe the provisions of the Bribery Act 2010.

Yokohama TWS UK Limited

Unit 5 Lighthouse Trade Park, Church Road, Lydney, Glos, GL15 5EN

Phone: +44 (0)1291 637673

Registered in England and Wales Number: 01434811

Registered Office: Unit 5, Lighthouse Trade Park, Church Road, Lydney, Glos, GL15 5EN

We acknowledge that seasonal work can present particular risks; especially where migrant labour is used. This is not a consideration for our organisation - we do not utilise any seasonal workers whatsoever.

We make absolutely minimal use of third-party labour recruiters. Less than 1 (one) percent of our workforce are agency workers. We check all third-party labour providers to ensure they are legitimate, registered, employment businesses/agencies. We require specific written assurances that anyone they supply has the legal right to work in the UK. Should we discover an infringement, we would remove the worker(s) and review our relationship with that supplier.

The only area of our activities which we sub-contract is cleaning. This is carried out by a reputable company who, as far as we can establish, comply with the requirements of the Modern Slavery Act.

We specifically encourage and support the training and recruitment of young people and those returning to the labour market. We offer workplace experience to schools and colleges. However, we do not employ children of school age. We therefore have no particular child safeguarding issues.

We ensure that everyone we do engage has the legal right to work in the UK. Our employee handbook reflects our commitment always to employ people in a legally compliant manner. It provides clear guidance to staff on a number of associated issues.

It contains a comprehensive equal opportunities and diversity policy. In respect of employment and promotion, this policy enshrines a modern slavery and human trafficking guarantee. No member of staff is subject to forced labour or coercion: every member of staff enjoys 100% legally compliant employment.

You can view our Equal Opportunities Policy by request (including recruitment and promotion) which forms part of the company code of conduct.

The handbook also includes measures to tackle bribery and corruption. We also operate specific provisions through which colleagues can confidentially report any concern or "blow the whistle". We have adopted measures to deal with any instances of intimidation, bullying or harassment, and all members of staff have access to our grievance procedure.

You can view our Anti-Bribery provisions by request, which forms part of the company code of conduct.

You can view our Confidential Reporting/Whistleblowing policy by request, which forms part of the company code of conduct.

You can view our Non-Bullying and Harassment policy by request, which forms part of the company code of conduct.

You can view our Grievance procedure by request. which forms part of the company code of conduct.

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Provisions such as these not only reflect our commitment to the highest employment standards; they can also play an important supportive role in our opposition to modern slavery and human trafficking.

In the next twelve months we intend to provide modern slavery familiarisation for our buying team. We are currently developing our training package. We want such staff to understand how to spot signs that may indicate worker exploitation. This will be of particular value when visiting suppliers – especially those based overseas. We will develop a formal process through which they can report any concerns to us. We will report our progress in the next annual statement.

I commend this annual statement to you.

A handwritten signature in black ink, appearing to be 'D. Miller', with a long, sweeping horizontal stroke extending to the right.

David Miller
Managing Director UK & Ireland
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