



SMC Corporation UK Ltd

Modern Slavery Statement FY 2024 (2025)

Introduction

This statement provides background to our organisation and our supply chain and sets out the steps we have taken to ensure that slavery and human trafficking is not taking place in our organisation and supply chains.

This statement is published in line with section 54(1) of the Modern Slavery Act 2015, for the financial year ending 31st March 2025.

Organisation structure and supply chains

SMC Corporation (UK) Ltd is a wholly owned subsidiary of SMC Corporation of Japan, which is the global market leader in automation and fluid control equipment.

The UK operation is principally concerned with the resale of products mass-produced in the corporation's primary factories in Japan, China, Singapore and Vietnam, while the UK factory configures product, designs and manufactures specials and assemblies for the local UK market. UK production is supplied by the corporation's factories with locally sourced raw materials and components.

SMC's target markets are automotive, food, life science, electronic, and semiconductor, served both direct and through its network of UK distributors.

Our business activities including:

- manufacturing.
- distribution.
- sales

Summary of employees and supply chain 2024/2025:

Number of employees in the UK	376
Number of active suppliers	475 (including intercompany)
Total procurement spend	1.Products supplied intercompany via SMC Corporation 2.Freight 3.Site services IT/ Facilities
Top 3 country spend	1. Japan 2. UK 3. USA

Due Diligence, Risk Assessment and Management

Suppliers are graded in terms of risk of the possibility that modern slavery may occur within these supply category /groups. We have three risk groups 1,2 and 3. Depending on the risk level the supplier is required to provide Modern Slavery statements or agree to guaranteeing compliance to the regulations, all new suppliers must complete our supplier questionnaire. The procurement team audit supplier responses to ensure that all its suppliers share its values and take a zero-tolerance approach to modern slavery. Risk assessments are carried out annually.

We regularly monitor the effectiveness of our anti-slavery measures and report on our progress through:

Key performance indicators (KPI's): Tracking the number of supplier audits conducted, instances of non-compliance identified, and actions taken.

- In 2024/2025 SMC procurement/QA team carried out 4 supplier audits, with no modern slavery concerns.

If the supplier fails to comply with the modern slavery clauses, then SMC (UK) Ltd will terminate the use of that supplier for any purchases or services.

SMC (UK) Ltd also draws its ethical approach, including modern slavery, to potential new suppliers via the questionnaire & verification document, when tendering for new services or supply. This ensures new suppliers are made aware at an early stage of the expectations and obligations SMC Corporation (UK) Ltd will place on them if they are successful in becoming one of its suppliers.

Conflict Minerals

SMC (UK) Ltd has recognised that there is a high incidence of human rights violations (including modern slavery) in connection with the supply of conflict minerals. Since 2013, SMC (UK) Ltd uses the current CMRT list to ensure that it is not contributing to these violations.

In the event of an issue being highlighted, SMC will investigate and take appropriate action.

- In 2024/2025 SMC procurement team had no incidents connected to modern slavery concerns from conflict mineral suppliers.

Effective action taken to address modern slavery

In the year 2024/25 SMC have had no incidents in relation to the modern slavery.

- We do not have a contingent workforce, all employees are employed on a permanent or fixed term contract.
- Our procurement team report no concerns with our supply chain in the last 12 months in relation to modern slavery.

Our Policies

SMC policies in relation to slavery and human trafficking:

- Anti-Slavery and Human Trafficking Policy
- Whistleblowing Policy - supports employees to speak up and report any wrong doings
- SMC Group Code of Conduct sets out behaviours and principles expected by the company
- Recruitment Policy that includes details of pre-employment checks and eligibility to work
- Equal Opportunities, Diversity & Inclusion policy
- Grievance Procedure this gives employees remedy if they believe their employment rights have been abused
- Anti-Bribery Policy

Ongoing Commitment – Actions completed in FY2024

Training

All new employees are required to complete our Modern Slavery e-learning module within their first six months at the Company. For existing staff, this training is refreshed every 36 months to ensure continued awareness and understanding.

Other actions

We continue to uphold our ISO 14001, ISO 9001, and ISO 45001 certifications, demonstrating our ongoing commitment to maintaining rigorous standards in quality, environmental management, and occupational health and safety. Our external ISO audits are conducted by NQA, who carried out a successful surveillance audit in July 2024

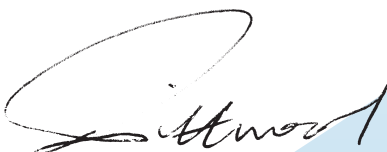
In the 2024/25 financial year, our procurement team became part of a SMC European purchasing project group tasked with developing a new purchasing system for all of Europe. This system, set to launch in FY2025, will provide increased transparency, greater visibility and traceability throughout our supply chain, and will further enhance our collective purchasing power.

Ongoing Commitment – Actions for 2025

We remain dedicated to educating our employees about Modern Slavery, ensuring they understand how to identify and report any concerns.

Throughout the year, we will oversee the implementation of our new supplier management system and regularly evaluate its impact on enhancing transparency and strengthening Modern Slavery prevention across our supply chain.

Additionally, we will continue to monitor all facets of our operations, reaffirming our commitment to the highest standards of ethical conduct and vigilance against Modern Slavery.



Nick Pittwood
General Manager, Director,
SMC Corporation UK Ltd
Dated: 27th August 2025



www.smc.uk