

Modern Slavery Statement FY 2025 (2026)

Introduction

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

This statement is published in line with section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 March 2026.

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, together with locally sourced raw materials and components. SMC's target markets include automotive, food, life science, electronic and semiconductor sectors, served both directly and through its network of UK distributors.

Our business activities include manufacturing, distribution and sales.

Summary of employees and supply chain 2025/2026

Number of employees in the UK	363
Number of active suppliers	627
Total procurement spend	Products supplied for intercompany via SMC Corporation, Freight and site services IT/Facilities
Top country spend	1. Japan 2. UK 3. USA

Due diligence, risk assessment and management

SMC recognises that modern slavery risks may arise within supply chains and that these risks require appropriate due diligence, monitoring and supplier engagement.

Suppliers are assessed in terms of the potential risk of modern slavery within relevant supply categories and supplier groups. Depending on the risk level, suppliers may be required to provide modern slavery statements or agree to requirements relating to modern slavery, ethical labour practices and human rights. All suppliers are required to complete the supplier questionnaire, which supports SMC in assessing risk and ensuring appropriate consideration is given to modern slavery as part of supplier onboarding and ongoing supplier management.

During the reporting period, Procurement continued to apply supplier due diligence processes, including supplier onboarding checks, risk-based assessments and reviews of supplier policies relating to ethical labour practices and human rights.

The EU-level procurement software referenced in our previous statement was successfully implemented and embedded within procurement operations during the year. The system is now actively used to support supplier evaluation, due diligence, risk assessment and supplier onboarding processes. This has improved consistency, visibility and oversight across supplier assessment and review activities.

Risk assessments continue to be carried out annually.

Monitoring and key performance indicators

We continue to monitor the effectiveness of our anti-slavery measures and report on our progress through relevant key performance indicators, including supplier audits, compliance reviews, non-compliance concerns and actions taken.

During the 2025/2026 reporting period, five supplier audits were completed. No modern slavery concerns, investigations or incidents were identified or reported through procurement processes. Relevant suppliers were subject to periodic compliance reviews and assessments as part of ongoing supplier relationship management and risk monitoring activities.

All new suppliers completed the required onboarding and due diligence process prior to engagement. The EU-level procurement software is now used to support supplier due diligence and risk assessment activities, providing greater visibility of supplier compliance information and strengthening ongoing supplier monitoring. If any supplier fails to comply with SMC’s modern slavery requirements or contractual clauses, SMC Corporation (UK) Ltd may terminate the use of that supplier for any purchases or services.

SMC also draws its ethical approach, including modern slavery expectations, to the attention of potential new suppliers through the supplier questionnaire and verification documentation. This helps to ensure new suppliers are made aware of the standards and obligations SMC Corporation (UK) Ltd places on them if they are successful in becoming one of its suppliers.

Conflict minerals

SMC recognises that there is a risk of human rights violations, including modern slavery, in connection with the supply of conflict minerals.

Conflict minerals requirements continue to be considered through supplier engagement and due diligence activities where relevant. During the reporting period, no significant concerns were identified in relation to conflict minerals.

If any concerns are identified, SMC will investigate and take appropriate action.

Effective action taken to address modern slavery

During the reporting period, SMC had no identified incidents in relation to modern slavery.

SMC continues to take a proactive approach to preventing modern slavery and human trafficking within its operations and supply chains. Our approach includes supplier due diligence, supplier onboarding controls, procurement risk assessment, periodic compliance reviews, employee awareness training and relevant policy controls.

We do not have a contingent workforce. All employees are employed on either a permanent or fixed-term contract.

Our Procurement team reported no concerns with the supply chain in the last 12 months in relation to modern slavery.

Our policies

SMC policies relevant to slavery and human trafficking include:

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

Ongoing commitment and actions completed in FY2025

Training

All new employees are required to complete SMC’s Modern Slavery e-learning module within their first six months of employment. For existing employees, this training is refreshed every 12 months to ensure continued awareness and understanding.

Procurement and supplier management

During the reporting period, Procurement continued to strengthen supplier due diligence and supplier monitoring through the use of the EU-level procurement software platform. The system supports supplier evaluation, due diligence, risk assessment and supplier onboarding, and has helped improve transparency and consistency in procurement processes. Procurement also maintained supplier due diligence controls, promoted adherence to ethical sourcing standards and incorporated modern slavery considerations into supplier selection and contract management activities.

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. We also continue to promote ethical conduct, transparency and supplier accountability across our operations and supply chain.

Ongoing commitment and actions for 2026

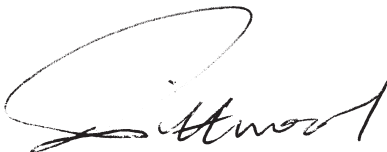
SMC remains committed to educating employees about modern slavery and ensuring they understand how to identify and report any concerns.

In the next reporting period, we will continue to:

- review modern slavery training annually to ensure it remains current and effective.
- monitor completion of modern slavery training for new and existing employees.
- continue using the EU-level procurement platform to strengthen supplier due diligence, onboarding and risk assessment.
- increase engagement with higher-risk suppliers where appropriate.
- continue CIPS training for the Procurement team.
- maintain supplier compliance reviews and risk monitoring activity.
- continue improving supply chain transparency and ethical sourcing practices.
- monitor all areas of our operations to reaffirm our commitment to the highest standards of ethical conduct and vigilance against modern slavery.

Approval

This statement has been prepared for publication in 2026 and reflects the steps taken by SMC Corporation (UK) Ltd during the financial year ending 31 March 2026.



Nick Pittwood
General Manager, Director,
SMC Corporation UK Ltd
Dated: 27th August 2026