

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

- Toyota is committed to conducting business in an open and fair manner and aims to become the most respected and trusted car manufacturer in the world.
- This statement sets out the steps Toyota has taken to ensure slavery and human trafficking is not taking place in our business and supply chain in line with Section 54 of the Modern Slavery Act 2015.
- 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 a sustainable manner.
- Toyota believes it is paramount to operate within a set of key values, which are referred to as the Company's Guiding Principles.



## Toyota Guiding Principles

The "Guiding Principles at Toyota" consists 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.

## Toyota Motor Manufacturing UK's 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 Toyota 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 Toyota's Code of Conduct and be compliant with all applicable laws and regulations in the countries in which they operate.
- Toyota 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.
- We encourage employees, suppliers and the public to 'speak up'. Facts or suspicions regarding serious wrongdoings should be reported to Toyota through the supervisory chain (preferred route) or directly to the Toyota Motor Manufacturing UK Compliance Officer on telephone number 01332 283602 (with anonymous option).

## Toyota Motor Manufacturing UK's Size

**2 sites:**  
Vehicles - Burnaston in Derby, England  
Engines - Deeside in Deeside, Wales



**3,400 employees**



## Toyota Motor Manufacturing UK's Parts, Components & Material Suppliers

**17 countries in which suppliers are located**



**285 TME managed suppliers**



**136 TMC managed suppliers**



## Toyota Motor Manufacturing UK's Consumables & Services

**1,800 supplier companies**



**60 indirect commodities**



## Toyota Way



## Toyota Motor Manufacturing UK's Policies Supporting Approach

**Code of Conduct**



**TMUK's Purchasing Policy**



**Supply Chain Responsibilities**



**TME's Sustainable Purchasing Guidelines**



TMUK = Toyota Motor Manufacturing (UK) Limited  
TME = Toyota Motor Europe  
TMC = Toyota Motor Corporation