

## **Unipres (UK) Limited – Modern Slavery and Human Trafficking Statement**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending on the 31<sup>st</sup> December 2019.

### **Introduction**

Unipres (UK) Limited is committed to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

### **Our organisational structure and operations**

Unipres (UK) Limited is a Tier 1 supplier/manufacturer of steel pressings and sub-assemblies working in the automotive industry and it has two sites based in the UK.

	Sunderland	Birmingham	Total
Employees	839	70	909
Agency Workers	323	100	423
Total	1162	170	1332

We are a part of the Unipres Corporation. Our parent company has its head office in Yokohama, Japan. The Group employ 11,500 people worldwide and operate in 10 different countries with a global annual turnover of £2.5 billion.

### **Nature of our supply chains**

Unipres (UK) Limited supply chains involve purchasing parts, assemblies, components and raw material from over 296 suppliers from either UK or EU Organisations. Like most organisations that cater for the automotive sector our supply chain is highly complex with many layers from the raw material process to the products we manufacture.

We operate and maintain a preferred supplier list. Our suppliers are either selected following long-term relationships existing over many years or imposed by our OEM (the imposed suppliers are not within our scope of control or influence).

Our supply chain only exists with UK or EU suppliers we do not deal directly with anyone outside of the EU.

Unipres (UK) Limited also purchase services including outsourced service that are labour dependant.

### **Policies relating to slavery and human trafficking**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.

2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Private Disclosure policy (Whistleblowing). We operate a Private Disclosure policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
5. Code of Ethics (Corporate Directive). This policy is one of the towers that support the Global CSR requirements to perform our day to day activities at work and a guideline of how we conduct ourselves in our private lives as well.

All of these are reviewed annually and where applicable re-briefed annually.

### **Risk Assessment and Due Diligence.**

We will use the following information to assess which of our own activities and supply chains represent the highest risks in respect of slavery or human trafficking using a cross-functional working party that will consist of Human Resources, Purchasing and Senior Management to develop strategies to respond to the requirements of the Modern Slavery Act 2015.

Using the Global Slavery Index we have mapped our supply chain by geographical location, this has identified that all of our suppliers are located in very low risk areas.

On the basis of this information, we have identified that no immediate action is required, however we will continually review the operations of existing suppliers in relation to the risk of modern slavery and human trafficking.

### **Staff training**

We will facilitate training to key staff to ensure that they understand the risks of modern slavery and human trafficking infiltrating our business or supply chains and effectively operate our policies and procedures aimed at mitigating this risk.

We make specific provision in our Private Disclosure (whistleblowing) Policy for the protection of those who whistle-blow in relation to an issue of modern slavery.

Gary Graham – MD.

January 2019