



# TOYOTA TSUSHO U.K. LIMITED



[ISO14001 CERTIFICATION]

## London Head Office

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## INTRODUCTION FROM THE DEPUTY MANAGING DIRECTOR

This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2018.

References in this statement to “TTUK” or “we” or “the Company” refer to Toyota Tsusho UK Ltd and all companies within the TTUK Group including Green Metals UK Ltd., TT Assembly Systems (UK) Ltd and Stirchley Technical Services Ltd.

As a business, TTUK maintains a relationship with different organisations in its supply chain. We are committed to improving our practices to combat slavery and human trafficking. We all have a responsibility to be alert to the risks however small in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them. This statement governs all our business dealings and the conduct of all persons or organisations with whom we contact directly or who we appoint to act on our behalf.

## ORGANISATION STRUCTURE

We are involved in Tyre assembly, Logistics services, Scrap recycling and Trading in Automotive Products, Steel, Non-Ferrous material, Machinery, Chemicals, Plastics and Food. Our consolidated turnover exceeds £200m per annum. We are a wholly owned subsidiary of Toyota Tsusho Corporation located in Japan.

## SUPPLY CHAINS

Our supply chains include manufacturers of Automotive products, Machinery, Chemicals and Metals as well as producers of natural Food additives.

## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **STEPS FOR THE PREVENTION OF MODERN SLAVERY**

We are committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery through our supply chain, consistent with our disclosure obligations under the Modern Slavery Act 2015.

All employees have an obligation to familiarise themselves with our procedures to help in the identification and prevention of modern slavery and to conduct business in a manner such that the opportunity for and incidence of modern slavery is prevented. Adherence to this policy forms part of all employees' obligations under their contract of employment.

Whilst recognising our statutory obligation to set out the steps we have taken to ensure that modern slavery and human trafficking is not taking place in our supply chain, we also recognise that we do not directly control the conduct of individuals and organisations in our supply chains. To underpin our compliance with practical steps, we intend to implement the following measures:

1. Conduct risk assessments to determine which parts of our business and which of our customers are most at risk of modern slavery, so that efforts may be focused on those areas.
2. Engage with our customers both to convey to them our Anti-Slavery Policy and to gain an understanding of the measures taken by them to ensure modern slavery is not occurring in their business.
3. Identify and monitor potential risk areas in our supply chains to ensure all customers and suppliers are adhering to the Anti-Slavery Policy.
4. Protect whistleblowers.

## **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking. We expect all customers and those in our supply chain to comply with our values.

We have a dedicated compliance department which is responsible for ensuring compliance with the anti-Slavery Policy within the business.

## **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to relevant members of staff. We also require our business partners to provide training to their staff and suppliers.

## **ACTIONS TO REPORT MODERN SLAVERY OR HUMAN TRAFFICKING**

Our whistleblowing policy is intended to provide guidance on how concerns can be communicated to the Company. Concerns about suspected modern slavery associated with the Company or our suppliers may be reported by employees in this manner. The Whistleblowing Policy applies to all employees and may be found in section 4.24 of the Company's Employee Handbook.

In summary, the employee should approach the Manager of Human Resources. If the matter is extremely serious then a director of the Company should be approached. The nature of the complaint will determine the Company's next course of action.

### **Toyota Tsusho UK Ltd**

Issued by: Mr. Tsuyoshi Iwata, Deputy Managing Director

Issued on: 30 November 2017