

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

Div: CP&EA Until: Indefinite



Marvin Cooke,
Managing Director
Toyota Motor Manufacturing (UK)



- 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.
- Toyota Motor Manufacturing UK's vehicle plant is located at Burnaston, Derby and engine plant is located at Deeside, North Wales.
- 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) or via email - TMUK.Compliance.Officer@ToyotaUK.com

Toyota Motor Manufacturing UK's Size

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



3,200 employees



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

17 countries in which suppliers are located



325 TME managed suppliers



121 TMC managed suppliers



Toyota Motor Manufacturing UK's Consumables & Services

1,500 supplier companies



60 indirect commodities



Toyota Way



Toyota In The World



Toyota Motor Manufacturing UK's Policies Supporting Approach

Code of Conduct
incorporating:
whistleblowing,
child labour &
discrimination



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

2018 – 2019 Annual Update

Steps We Have Taken at Toyota Motor Manufacturing UK (TMUK) & What We Plan To Do

	Steps We Have Taken	What We Plan To Do
In Summary 	<ul style="list-style-type: none"> We acknowledge that as a business we are operating in a complex environment and as individuals we are making progress to eliminate modern slavery. Our message has been that everyone is the 'eyes and ears' for identifying and reporting modern slavery. We must be vigilant and aim to continuously improve in this area. We have worked with the East Midlands Regional Modern Slavery Working Group during 2018, which comprises of the East Midlands Police, De Montfort University Leicester and local organisations & businesses. We have supported the Working Group with producing an informative newsletter detailing best practice and information resources for organisations and businesses in the East Midlands. 	<ul style="list-style-type: none"> To continue during 2019 to support the East Midlands Regional Modern Slavery Working Group with the production of newsletters and support the development of an information sharing podcast.
Training 	<ul style="list-style-type: none"> In November 2017, we briefed TMUK and TME UK-based suppliers and contractors during a one-hour training session about modern slavery. During January 2018, we briefed approximately 3,000 members (employees) about what modern slavery is, the key signs to spot, sharing key information, video resources, and reporting methods. In October 2018 we re-briefed 3,000 members and shared Unseen's reporting app. The briefings were shared with all members working on-site from Team Members, Administrators, Engineers, Specialists, Team & Group Leaders to Management levels. TMUK's Modern Slavery Lead attended a training event hosted by <i>Stronger Together</i> in November 2018. The event included learning to aid future planning and strategy. 	<ul style="list-style-type: none"> During 2019, TMUK's Modern Slavery Lead and members of the Purchasing team will undertake further externally recognised modern slavery training to understand current best practice, in order to maintain up-to-date knowledge and methods.
Informing 	<ul style="list-style-type: none"> For the first time, TMUK recognised Anti-Slavery Day on Thursday 18th October 2018. We displayed signs on all TMUK company noticeboards, which provide details of the Unseen App and Helpline number. We set-up an email mailbox for TMUK's Compliance Officer, so email communication can now be received, which allows for 24 hour, 7 day per week reporting. We published our Modern Slavery & Human Trafficking Policy on TMUK's website. 	<ul style="list-style-type: none"> To mark Anti-Slavery Day 2019 with all members. To brief approximately 3,000 members (employees) with the latest modern slavery information and guidance. To share the East Midlands Regional Modern Slavery Working Group's newsletters with TMUK and TME suppliers.
Due Diligence 	<ul style="list-style-type: none"> We continued to undertake audits and conduct relevant checks. 	<ul style="list-style-type: none"> To continue to audit and conduct relevant checks for the business. Publish the 'How to identify modern slavery checklist' document.