



Toyota (GB) PLC and Toyota Financial Services (UK) PLC
Modern Slavery Statement 2024
For the financial year ending 31st March 2024



Contents

1. Introduction
2. A Toyota Insight
3. How We Operate
4. Our Policy
5. Ensuring Due Diligence in the Supply Chain
6. Risk Assessment
7. Mitigation



1. Introduction

Toyota (GB) PLC (“TGB”) and Toyota Financial Services (UK) PLC (“TFSUK”) continue to implement and endorse responsible business practices to ensure compliance with all applicable modern slavery legislation and to uphold the integrity of our brands, ‘Toyota’ and ‘Lexus’. This statement sets out the actions we have taken to prevent modern slavery and human trafficking within our businesses and supply chains.

We publish TGB’s and TFSUK’s combined modern slavery statement on the TGB website to ensure customers, suppliers and other stakeholders have transparency in understanding our approach to modern slavery.

Defining Modern Slavery

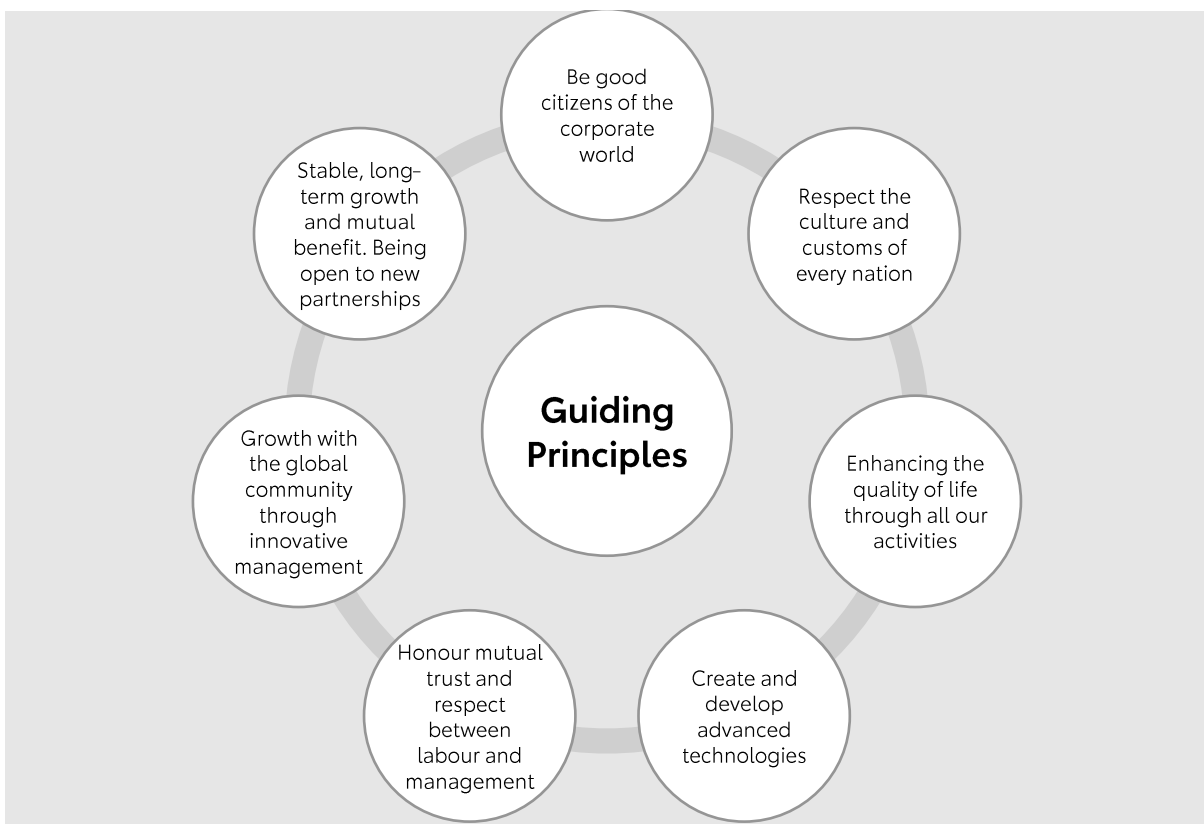
The term “modern slavery” encompasses the offences of slavery, servitude, forced, compulsory labour and human trafficking. The Home Office’s National Referral Mechanism (NRM) have confirmed that in 2023 there were 17,004 potential victims of modern slavery in the UK. This is the highest annual number of potential victims since the NRM began in 2009. The Government are particularly concerned that modern slavery could occur throughout an organisation’s procurement activities and highlight sectors such as mining, construction, healthcare, and logistics to be high risk.

Despite the challenges in identifying modern slavery, there are generic indicators often present, and we train our staff on spotting these indicators.

2. A Toyota Insight

Toyota manufactures and distributes both Toyota and Lexus vehicles and offers leasing and financial solutions that support our line-up. Toyota has generated a global presence and is the world's largest automobile manufacturer by volume.

As the ultimate parent company of both TGB and TFSUK, Toyota Motor Corporation ("TMC") set the direction and principles which its group companies follow. These principles consist of conducting business with honesty and integrity, respecting people and continuous improvement. TGB and TFSUK ensure that this approach is adopted and implemented by senior management at a national level.



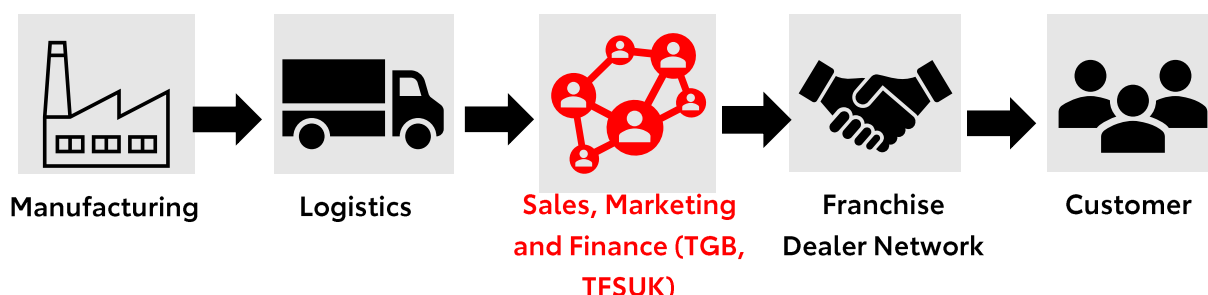
Toyota's vision is also constantly evolving. We are working towards our vision of creating safe and responsible future mobility that generates happiness for all.

We are exceptionally proud of our Worldwide Official Mobility Partnership with both the International Olympic and Paralympic Committees in supporting our mission.

3. How We Operate

TGB is the national sales and marketing company for Toyota and Lexus in the UK, focused on managing the franchise retail network, supporting customers and the sale and marketing of Toyota and Lexus parts and vehicles. Most of our vehicles are sold to customers through our appointed retailer network but we are increasingly responding to customer demands by selling direct to customers using our online channels and other partnerships. Additionally, we supply private corporations and public sector organisations with fleets of vehicles to support their business needs. We manage relationships with our aftermarket suppliers, ensuring they share our values and work with us to uphold the integrity of our brands.

TFSUK offers and provides finance products and solutions, such as Hire Purchase products for the financing by its customer of new or used Toyota brand or Lexus brand or any other brand vehicles. TFSUK operates under its primary trading names 'Toyota Financial Services,' 'Lexus Financial Services' and 'RedLine Financial Services'. TFSUK is not an insurer but in a capacity of an insurance mediator TFSUK offers specific insurance types, for Minor Damage Protection and Tyre & Alloy wheel insurance.



4. Our Policy

In line with our principles, we maintain a clear and comprehensive Modern Slavery Policy (Policy) which is reviewed, updated, and approved by the Board of Directors regularly.

Our Policy reiterates our zero-tolerance approach to human rights infringements and reinforces our seven Guiding Principles.

Our Policy forms part of the induction process for every individual that works for us. We require all staff to read, understand and comply with this Policy to foster an ethical corporate culture.

Toyota Motor Europe's Sustainable Purchasing Guidelines documents our expectations of our suppliers and makes it clear that the business does not tolerate forced labour or any other form of modern slavery including human trafficking.

We hold all our contractors, suppliers and other business partners to the same high standards. We include relevant prohibitions against modern slavery in our tendering and contracting processes. We place clear obligations on suppliers to hold their own suppliers to the same high standards.

It is the responsibility of every individual in every part of our business or supply chains to prevent, detect and report modern slavery. We have a reporting system which supports internal and external reporting as well as the ability to report any concerns anonymously. The Board of Directors have overall responsibility for ensuring compliance with this policy and are supported by the wider Legal and Compliance teams.



5. Ensuring Due Diligence in the Supply Chain

Our Procurement and business teams are critical in conducting supplier due diligence. We carry out checks on a suppliers' financial status as a company's financial status can be a key indicator for assessing risk.

TGB also undertakes Modern Slavery audits every year on selected suppliers based on an assessment of risk.

Whilst TFSUK's business is primarily the provision of financial services and not the direct provision of physical goods, TFSUK requires its suppliers to comply with modern slavery laws also as an obligation under its supply of services contracts. Where

modern slavery legislation applies to a prospective supplier, TFSUK has made the delivery of the prospective supplier's Modern Slavery Statement a requirement of its onboarding procedure under TFSUK's Vendor Management Policy.



6. Risk Assessment

We consider both TGB and TFSUK to be low risk for modern slavery. This is largely because the discreet activities carried out and many of those employed by both companies cover predominantly professional and administrative services. We have identified and acknowledged that there is a degree of exposure to modern slavery for those who support our businesses, for example service providers that maintain office buildings and facilities and in relation to outside events and vehicle refurbishment and logistics services.

Many of the companies that supply us fall within the scope of section 54 of the Modern Slavery Act 2015 which requires organisations to investigate their own supply chains and to produce their own Modern Slavery Statements, prompting them to be aware of the requirements of the legislation, to investigate their business and thereby reducing risk. It is our intention in the next reporting year to continue to look for opportunities for improvement and widen the scope of our auditing and reporting as required.

7. Mitigation

In addition to having our Modern Slavery Policy to mitigate risk, we also have the following in place:

Training

We are proud of the comprehensive training we provide to all our staff. This training comprises of a mandatory e-learning module that is required to be completed annually. This equips all staff with the awareness and skills to identify and report any acts of modern slavery, within and outside of the workplace.

Whistleblowing Policy

Our Whistleblowing Policy provides all staff with a simple process for reporting suspected instances of modern slavery. This sets out the procedure in which a concern can be raised internally or via a third-party whistleblowing helpline. Reports can be made anonymously and every concern is thoroughly investigated and protection and support are provided for whistleblowers.

Our Standard Terms and Conditions

The contractual terms under which we engage our Toyota and Lexus authorised retailers (i.e. our dealership network) and our suppliers place obligations on them to comply with the Modern Slavery Act 2015 and afford us rights of audit and termination should any incident of modern slavery occur. Looking forward, we will continue to develop our Terms and Conditions to ensure that they are always updated and afford maximum protection.



This statement is approved on behalf of Toyota (GB) PLC and Toyota Financial Services (UK) PLC with signed versions being held and stored securely.



Scott Thompson
President and Managing Director
Toyota (GB) PLC



Fran Kenny
Group Managing Director & CEO
Toyota Financial Services (UK) PLC