

Toyota (GB) PLC and Toyota Financial Services (UK) PLC

Modern Slavery Statement 2025

For the financial year ending 31st March 2025



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1. Introduction

Toyota (GB) PLC (“TGB”) and Toyota Financial Services (UK) PLC (“TFSUK”) (collectively referred to as “we” or “Toyota”) remain committed to upholding responsible business practices that ensure compliance with all applicable modern slavery legislation. This commitment reflects our dedication to protecting the integrity of our brands—Toyota and Lexus.

This statement outlines the steps we have taken to prevent modern slavery and human trafficking within our operations and supply chains. To promote transparency, we publish a joint modern slavery statement for TGB and TFSUK on the TGB website, enabling customers, suppliers, and other stakeholders to understand our approach.

Understanding Modern Slavery

Modern slavery involves the denial of basic human rights, including freedom from forced labour and the right to personal liberty, for personal or commercial gain. It encompasses a range of exploitative practices such as slavery, servitude, forced or compulsory labour, and human trafficking.

The UK Government has highlighted procurement activities as a key area where modern slavery risks may arise. According to the Home Office, 19,125 potential victims of modern slavery were identified in the UK in 2024—the highest annual figure since the National Referral Mechanism was established in 2009, and a 13% increase from 2023 (16,990).

While identifying modern slavery remains challenging, there are common indicators that can help recognise potential victims. Although not exhaustive or definitive, these indicators are used to inform our training programmes, equipping staff with the knowledge to spot and respond to signs of exploitation.

2. A Toyota Insight

TGB markets and distributes Toyota and Lexus marque vehicles. Our vehicle sales are complemented with a range of finance products provided by TFSUK that support the financing by our customers of their desired Toyota or Lexus vehicles. With a global footprint, Toyota is the world’s largest automobile manufacturer by volume.

As the ultimate parent company of TGB and TFSUK, Toyota Motor Corporation (“TMC”) sets the strategic direction and core principles for its group companies. These principles, conducting business with honesty and integrity, respecting people, and pursuing continuous improvement, are actively embraced and implemented by senior management at the national level within TGB and TFSUK.

Toyota’s vision is constantly evolving and we are working towards our vision of creating safe and responsible future mobility that generates happiness for all. A key example of this commitment is through our initiatives such as the Community Loan Vehicle Programme, which provides organisations with access to Toyota vehicles to deliver essential services, and the Community Fund, which supports local projects and initiatives making a real difference.

We are proud to contribute towards building stronger, safer, and more sustainable mobility solutions and communities.

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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. Its core responsibilities include managing the franchise retailer network, supporting customer engagement, and overseeing the sale and marketing of vehicles and parts. While the majority of vehicle sales are conducted through our retailer network, we are increasingly meeting customer demand through direct-to-consumer channels, including online platforms and strategic partnerships.

In addition to retail sales, TGB supplies fleets of vehicles to private companies and public sector organisations to support their operational needs. This requires maintaining relationships with aftermarket suppliers, all of whom are expected to align with our values and contribute to upholding the integrity of the Toyota and Lexus brands.

TFSUK provides a range of finance products and solutions including Hire Purchase agreements for new and used vehicles for the financing of Toyota marque, Lexus marque and any other vehicle marque. TFSUK operates under the trading names Toyota Financial Services, Lexus Financial Services, and RedLine Financial Services.

We work closely with our UK manufacturing operations, Toyota Motor Manufacturing (UK) Limited ("TMUK"). TMUK is one of several manufacturing facilities that support Toyota operations in the UK and is responsible for the production of the Toyota Corolla and various other vehicle engines. TMUK maintains its own Modern Slavery Statement, which outlines the steps it takes to prevent modern slavery and human trafficking within its operations and supply chains. This statement is publicly available on TMUK's website - [Preventing Modern Slavery | TOYOTA Motor Manufacturing UK](#).



4. Our Policy

In alignment with our core principles, TGB maintains a clear and comprehensive Modern Slavery Policy ("the Policy"), which is reviewed, updated, and formally approved by the Board of Directors every two years. The Policy reinforces our zero-tolerance stance on human rights violations and reflects our commitment to Toyota's seven Guiding Principles.



The Policy is embedded into our organisational culture from the outset and it forms a key part of the induction process for all new employees. We require all staff to read, understand, and adhere to the Policy, helping to foster an ethical and responsible working environment.

Further reinforcing our standards, Toyota Motor Europe's Sustainable Purchasing Guidelines outline our expectations of suppliers, explicitly stating that forced labour, human trafficking, and all forms of modern slavery are not tolerated.

We apply the same high standards to all contractors, suppliers, and business partners. Our tendering and contracting processes include specific clauses prohibiting modern slavery, and we require suppliers to ensure that their own supply chains uphold these standards.

Preventing, identifying, and reporting modern slavery is a shared responsibility across all areas of our business and supply chains. We have established a reporting system that enables both internal and external parties to raise concerns, including the option to report anonymously. Oversight of the Policy rests with the Board of Directors, supported by our Legal and Compliance teams, ensuring robust governance and accountability.

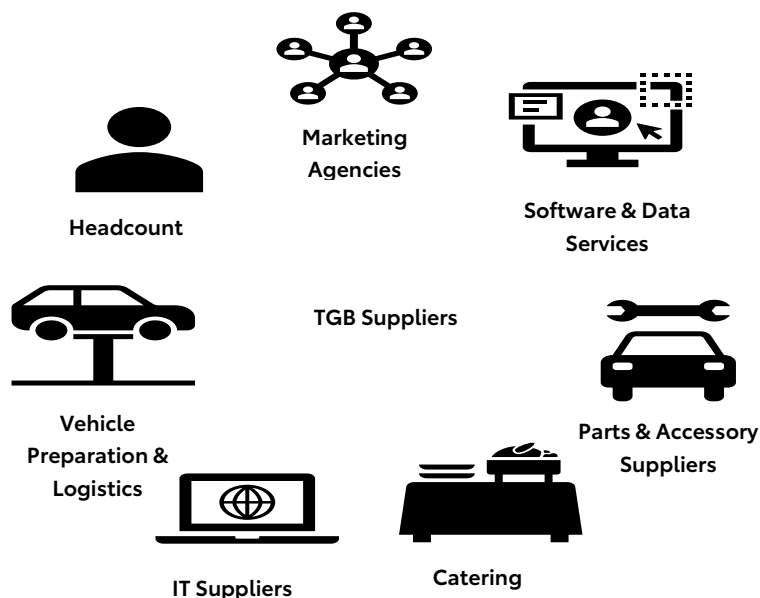
5. Our Supply Chain

We are committed to selecting business partners who reflect our values and uphold high standards of ethical conduct across our supply chain. This commitment begins with thorough due diligence at the outset of each business relationship and continues through ongoing monitoring throughout our engagement.

Our Procurement and wider business teams play a central role in this process. They conduct financial assessments and perform annual Modern Slavery audits on selected suppliers, guided by a risk-based approach.

TGB is a member of Sedex (Supplier Ethical Data Exchange) - a global platform that enables ethical supply chain management. Through Sedex, TGB identifies suppliers with elevated modern slavery risks and conducts targeted audits to address these concerns.

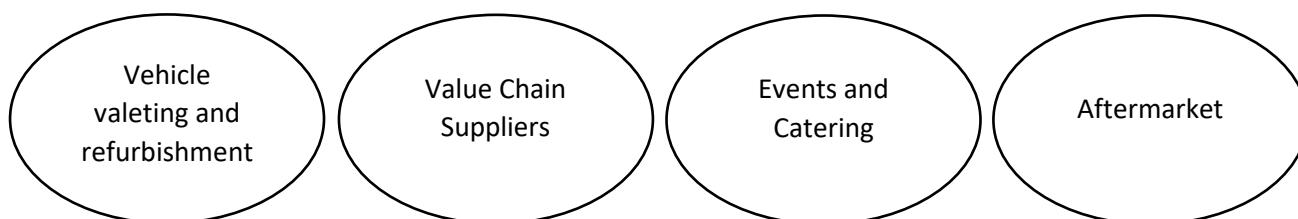
Whilst TFSUK provides financial services as its business and does not manufacture vehicles, we maintain the same expectations of ethical compliance across our supplier base. Compliance with modern slavery legislation is a contractual requirement on our suppliers and partners, and where applicable, prospective suppliers must submit a Modern Slavery Statement as part of our onboarding process as part of TFSUK's Vendor Management Policy.



6. Risk Assessment

We consider both TGB and TFSUK to present a low risk of modern slavery. This assessment is based on the nature of our operations which include primarily professional and administrative services, the internal controls we have in place and the ethical standards upheld across our supply chain.

We acknowledge that certain areas of our supply chain may present a higher risk of modern slavery, including:



Many of the organisations we work with are also subject to legal obligations under modern slavery legislation, which requires them to examine their own supply chains and publish Modern Slavery Statements. This process not only raises awareness of the issue but also encourages proactive investigation within their operations, helping to reduce the overall risk.

Looking ahead, we are committed to continuously improving our approach. In the next reporting year, we aim to expand the scope of our auditing and reporting activities to further strengthen our efforts in identifying and addressing modern slavery risks.

7. Mitigation

In addition to having our Modern Slavery Policy, we have implemented a range of supporting measures to strengthen our approach to identifying and preventing modern slavery:

Training and Awareness

We recognise that our employees play a critical role in mitigating the risks of modern slavery across our business and supply chain. To support this, we provide comprehensive training to all staff, including mandatory annual e-learning modules on anti-slavery and whistleblowing. These modules equip employees with the knowledge and skills to identify potential signs of modern slavery and understand how to report concerns appropriately, both within and beyond the workplace.

Whistleblowing Policy

Our Whistleblowing Policy offers a clear and accessible process for reporting suspected instances of modern slavery. Staff can raise concerns internally or via an independent third-party helpline, with the option to report anonymously. All reports are thoroughly investigated, and whistleblowers are supported and protected throughout the process.

Contractual Safeguards

Our standard terms and conditions for engaging Toyota and Lexus authorised retailers, as well as suppliers, include explicit obligations to comply with the Modern Slavery Act 2015. These contracts also grant us rights to audit and, where necessary, terminate relationships in the event of a confirmed incident of modern slavery. We remain committed to regularly reviewing and enhancing our contractual provisions to ensure they reflect current legislation and provide robust protections.

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

Francis Kenny



Group Managing Director & CEO

Toyota Financial Services (UK) PLC