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## Modern Slavery and Human Trafficking Statement

For the financial year ending 31st December 2024

### Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and outlines the steps that Takeuchi Mfg UK Ltd (the “Company”) has taken and continues to take to prevent modern slavery and human trafficking within its business and supply chain. Modern slavery, encompassing slavery, servitude, forced and compulsory labour, and human trafficking, is a serious violation of human rights and a criminal offence. We are committed to conducting our business ethically, with integrity, and in transparency, ensuring robust measures are in place to safeguard against any form of modern slavery.

### Our Company and Business

Takeuchi Mfg UK Ltd operates as a wholly owned subsidiary of Takeuchi Mfg Co., Ltd, headquartered in Japan. We import construction machinery from Japan and distribute it to customers in the UK and Eire through a network of 20 dealers. We also offer support services including maintenance, parts, and technical assistance through our dealer network.

### Our Principles

It is our policy that all management and employees must adhere to UK laws, regulations, and the highest standards of ethical conduct in all business dealings. We maintain internal policies to promote ethical and transparent business practices, including:

1. **Compliance Manual:** Outlining adherence to laws, regulations, and corporate ethics.
2. **Recruitment Procedure:** Conducting checks to ensure all employees are eligible to work in the UK, preventing human trafficking and forced labor.
3. **Whistleblowing Policy:** Encouraging employees to report concerns about unethical practices or treatment without fear of retaliation.

### Our Supply Chains

Our supply chains include:

- Excavator supplies sourced from our Head Office in Japan.
- Attachment supplies.
- Parts and consumables for maintenance and repair.
- Logistic and delivery services.
- Sales literature, marketing goods, and office management supplies.
- Human resources services.

### Due Diligence Process for Slavery and Human Trafficking

We conduct ongoing risk assessments and due diligence on our suppliers, focusing particularly on those providing over 90% of our products. This process includes: supplier questionnaires and compliance checks, online research and reputation monitoring, verification that suppliers have no history of modern slavery offences. We continuously monitor and mitigate risks in our supply chains and protect whistleblowers from retaliation.

We may terminate the contract with any of our suppliers at any time should any instances of modern slavery come to light.

### **Supplier Adherence to Our Values**

Takeuchi Mfg UK Ltd maintains a zero-tolerance approach to modern slavery and human trafficking and expects all suppliers to comply with our values and standards.

### **Training**

Key staff members receive comprehensive training on identifying and mitigating the risk of modern slavery in our supply chains. We provide ongoing training for new employees to raise awareness and ensure compliance with our policies.

### **Actions to Report Modern Slavery or Human Trafficking**

Our whistleblowing policy provides a mechanism for employees and stakeholders to report concerns regarding modern slavery within our operations or supply chains.

### **Effective Action Taken**

During the reporting period, no instances of modern slavery or human trafficking have been identified within Takeuchi Mfg UK Ltd.

### **Approval for This Policy**

This policy was approved by the Board of Directors on 29 May 2025.

Signature:



Name: Daisuke Yanagisawa  
Position: Managing Director  
Date: 5 June 2025