

Modern slavery and human trafficking statement for financial year ending 31st December 2022

Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Takeuchi Mfg UK Ltd (the “Company”) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain. Modern slavery, which includes slavery, servitude, forced and compulsory labour and human trafficking, is a crime and a violation of fundamental human rights. We are committed to acting ethically and with integrity and transparency in all business dealings and ensuring that effective systems are in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Company and business

The Company operates its construction machinery sales business as a wholly owned subsidiary of the Head Office, Takeuchi Mfg Co., Ltd, in Japan. We import new construction machinery from the Head Office in Japan and supply it to customers in UK and Eire through 20 dealers. We also provide Servicing and Parts provision through the dealers.

Our principles

It is the Company’s policy that management and employees must comply with all UK laws, regulations and the highest standards of business and ethical conduct in all dealings with customers, suppliers, government officials and our community.

We have a number of internal policies and procedures to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Compliance Manual
This manual sets out the observation of laws, regulations or procedures (including administrative notification, guides and so on) and the adherence to the Company's internal rules and corporate ethics.
2. Recruitment Procedure
Under this procedure, the Company must conduct applicants’ check, such as eligibility to work in the UK for all employees to safeguard against human trafficking or individuals being forced to work against their will.
3. Whistleblowing Policy
The Company has a reporting procedure in place and operates a whistleblowing policy so that all employees know that they can report concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Our supply chains

Our supply chains include:

- Excavator supplies through Head Office in Japan
- Attachment supplies
- Parts and consumables for maintenance and repair
- Logistic and delivery services for the products and parts
- Sales literature and marketing goods supplies including merchandise goods
- Office management and its maintenance supplies
- Human resources

Due diligence process for slavery and human trafficking

The Company continues to deploy our modern slavery risk assessment by conducting our due diligence system for our existing supplier which supplies us with over 90% of our products. This due diligence includes a questionnaire and assessment with online research to ensure that a particular organisation has never been convicted of offenses relating to modern slavery.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle-blowers.

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

Supplier adherence to our values

The Company has zero tolerance to slavery and human trafficking. We expect all suppliers and those in our supply chain to comply with our values.

Training

Our key staff members have already a high level of understanding of the risk of modern slavery and human trafficking in our supply chains and our business, we provide internal training when we hire new members of staff.

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.

Effective action taken to address modern slavery

No instance of modern slavery has been identified during the year.

Approval for this statement

This statement was approved by the Board of Directors on 28th June 2023.



Signature:

Name: Hitoshi Arai

Position: Managing Director

Date: 28th June 2023