



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement is made in accordance with section 54 of the Modern Slavery Act 2015 and outlines the steps taken by BYD (U.K.) Co. Ltd in the 2022/2023 financial year to identify and mitigate the potential risk of modern slavery and human trafficking occurring in any part of its business and supply chain.

In this statement, BYD (U.K.) Co. Ltd is referred to as “BYD UK”, “we” or “our”.

BYD UK is committed to conducting business ethically, with integrity and in compliance with applicable laws of the countries in which it operates. This includes improving our practices to combat slavery and human trafficking in our business and supply chain. It is a priority of BYD UK that we trade ethically, source responsibly and work to prevent modern slavery and human trafficking throughout our organisation and in our supply chain.

Our business

BYD UK was established in 2013 and is based in Hounslow, London. It is primarily engaged in providing our customers in the UK with a series of electric vehicles together with interrelated after-sales service. The main strategy is to introduce our electric vehicles to London and other UK cities all of which are dedicated to emissions reduction. In 2015, BYD UK established a cooperation agreement with the UK’s largest bus manufacturer, Alexander Dennis Ltd (ADL) and launched a strategic cooperation for the UK market.

The ultimate parent company of the group is BYD Company Ltd (“**BYD Group**”), one of China’s largest privately owned enterprises. BYD Group is publicly listed in Hong Kong and Shenzhen with a business scope spanning four major industries, namely automobile, rail transit, renewable energy and electronics. BYD Group operates from than 40 branches in over 70 countries and has approximately 290,000 employees worldwide.

Our supply chain

BYD UK’s key supplier is BYD Group, which although it has supply chains spanning across the globe, has the majority of its supplier and manufacturing locations in China and Asia. BYD Group strictly controls its manufacturing facilities and implements comprehensive risk management through supplier management systems including measures and guidance which highlight to its suppliers BYD Group’s corporate social responsibility requirements.

Our policies

We require all employees to conduct business dealings ethically, fairly and transparently with customers, suppliers and competitors. It reflects our commitment to comply with applicable employment laws (forbidding the use of child or forced labour), providing a safe work environment and promoting equal opportunities and diversity in the workplace.

BYD Group has relevant policies in place that underpin its commitment to ensure that there is no modern slavery or human trafficking in its supply chain or in any part of its business. It has formulated a series of supplier management systems which define the social responsibility requirements for its supply chain partners including labour standards, occupational health & safety and environmental management. BYD Group’s corporate social responsibility expectations are clearly communicated to all its suppliers. Its policies are regularly reviewed and updated, reflecting commitment to acting ethically and with integrity

in all its business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in its business or supply chain.

Our due diligence processes

BYD Group implements comprehensive risk management with reference to our supply chains. The corporate social responsibility performance and policies of existing suppliers are regularly reviewed and those failing the review will be provided with interviews, tutoring, and training from BYD UK to facilitate improvement. Suppliers failing to rectify to the standard within the given time may be severed from the supplier network, depending on the actual situation.

New suppliers are investigated for necessary credentials and are not selected if they do not meet required standards.

Training

In relation to our business activities, employees are trained to act with the highest level of integrity and ethical business conduct. This includes requirements pertaining to (i) proper contract management, (ii) transparency, (iii) collegial decision-making, (iv) decision making in line with the applicable internal governance system as applicable from time to time, and (v) overall awareness of anything that may indicate behaviour – of any person or party involved – that brings the high standard of ethical behaviour and integrity into question. All employees of BYD UK are encouraged to report any concerns.

Further steps

At global level, BYD Group is committed to sustainable development and operating in an ethical manner. BYD UK is continuing to develop its governance and risk management processes in alignment with BYD Group, including an ongoing assessment of its actions to ensure that modern slavery and human trafficking is not taking place in its business or supply chains and the improvement of related processes and policies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes BYD UK’s modern slavery and human trafficking statement for the financial year ending December 31, 2023.



Signed by Frank Thorpe

BYD (U.K.) Co. Ltd

Date: 31/01/2024