



## Modern Slavery Act 2015

### Modern slavery and human trafficking statement

#### Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

**This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Companies slavery and human trafficking statement for the financial year ending October 2020.**

#### Organisational structure

We are a provider of Vehicle parts, components, paints and consumables in the motor trade sector.

We operate throughout the UK and employ approximately 300 people with a current annual turnover of approximately £50 million pounds.

#### Our supply chains

Our supply chains include: products manufactured globally and imported into the UK by approved distributors, either direct with manufacturers or indirectly through an approved intermediate supply chain.

#### Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

As part of our initiative to identify and mitigate risk, 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.

## Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. We have clauses within supplier agreements requiring compliance with anti-slavery measure, the business intends to review its agreements during dealings with suppliers to ensure compliance with anti-slavery measures.

## Training

To ensure a high-level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to provide training to our staff and review this subject with each of our suppliers.

## Our effectiveness in combating slavery and human trafficking

We review slavery and human trafficking with our suppliers at review meetings to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

## Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

Review our Policy documents

Review Slavery and human trafficking with our supply chain

MANAGING DIRECTOR FLEET FACTORS LIMITED



Date: 4 January 2021