



MODERN SLAVERY STATEMENT

Speedy Hire Plc, Speedy Asset Services Limited, and Speedy Transport Limited **Modern Slavery Act 2015 – Group Statement**

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (the “Act”) and constitutes our Group’s slavery and human trafficking statement.

We have a zero-tolerance approach to modern slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships to ensure modern slavery is not taking place in our own business or in any of our supply chains.

Managing the risks

- In 2016 we introduced a Group Anti-Slavery and Human Trafficking Policy which has again been reviewed during the last 12 months to ensure it remains suitable.
- During the COVID-19 pandemic relevant local and national government guidance has been implemented throughout the business.
- Our standard trading terms for suppliers and our supplier code of conduct require our suppliers to comply with the Act and operate procedures requiring compliance in their own supply chain. These are regularly reviewed with any updates notified to suppliers, raising awareness of all the obligations and not only those updated.
- We are assessed and audited annually by an independent external auditor. This enables us to ensure compliance with legal requirements and best practice in respect of management of our supply chain.
- Our employment policies and processes are designed to ensure that all our employees have the appropriate rights to work and are employed in accordance with local employment legislation and these are regularly reviewed and updated as necessary. All new staff are also subject to criminal record checks.
- We only use reputable employment agencies and verify the practices of any new agency before accepting workers from that agency.
- Employees are encouraged to raise any breach (or suspected breach) of our policies (including those in this area) and our Whistleblowing Policy protects employees from any recriminations when they do so in good faith. Additionally, all employees have continued to have access to our grievance process during the COVID-19 pandemic.
- Training is provided to relevant employees to help them understand what modern slavery is, who is affected, and what they should do if they spot the signs.

The above statement was approved by the Board of Directors on 10 September 2020 and signed by Russell Down, Director, for and on behalf of Speedy Hire Plc, Speedy Asset Services Limited, and Speedy Transport Limited