

Modern Slavery & Human Trafficking Policy Statement

The Vehicle Group (TVG) is committed to conducting our business in an honest, ethical, and responsible manner. We uphold a zero-tolerance policy towards modern slavery and human trafficking in all forms, which is central to our operations and our interactions within our supply chains. Our adherence to the Modern Slavery Act 2015 ensures compliance throughout our organisational activities.

The responsibility for implementing and upholding this policy lies with our Human Resources (HR) department, under the ultimate governance of our Managing Director. This policy is applicable universally across our company, affecting senior managers, officers, directors, employees, consultants, contractors, and all individuals associated with us or any of our subsidiaries, regardless of their location.

We recognise that modern slavery is a global issue, manifesting in various forms such as forced labour, human trafficking, servitude, and the deprivation of a person's liberty by another. To combat this, TVG has put in place stringent measures to ensure that our business dealings are transparent and ethical. We refuse to engage with any entity that fails to uphold these standards, ensuring that all labour involved in our supply chains and operations is verified as compliant with the Modern Slavery Act.

Our employees are pivotal in our efforts to detect and prevent these practices. We equip them with the necessary training upon commencement of employment and provide annual updates to enhance their awareness. Particularly, staff involved in finance and procurement are educated extensively about the risks and indicators of modern slavery and human trafficking.

To ensure these standards are met, we also encourage the use of whistleblowing channels. This allows our team members to report any suspicious activities or breaches of policy confidently and securely, with the assurance that such reports will be thoroughly investigated and addressed appropriately.

We evaluate the effectiveness of our practices annually, reviewing our internal procedures and the conduct of entities within our supply chains. This not only helps us assess compliance but also identifies areas for improvement, ensuring that our approach remains robust and responsive.

In recognition of our ethical obligations, TVG offers employment contracts that guarantee hours and fair conditions, supporting our commitment to the welfare and progression of our employees. These practices reflect our dedication to providing a work environment that promotes career growth within a supportive framework.

TVG stands firmly against any form of modern slavery and human trafficking. We are proactive in our efforts to eradicate these practices from our operations and supply chains. Breaches of this policy are subject to strict disciplinary actions, underscoring our commitment to maintaining the highest standards of integrity.

Signature:



Graeme Frankland, TVG Managing Director

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