

# **MODERN SLAVERY STATEMENT**

## **REVISION TABLE**

<b>Version</b>	<b>Date of review</b>	<b>Overview</b>	<b>Reviewed by</b>	<b>Signed off by</b>
000003	21/07/2022	Policy updated to new policy format	Nicki Cormack	Bradley Cooper
000004	23/03/2023	Policy dates updated.	Nicki Cormack	Bradley Cooper

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## RELATED DOCUMENTS

Document Name	Document Number

## DEFINITIONS

None

## INTRODUCTION

Explore Transport Ltd is committed to the highest level of ethical standards and sound governance arrangements and sets high standards of impartiality, integrity, and objectivity in the management of its activities.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 March 2023.

We have a zero tolerance to modern slavery and human trafficking and all forms of corruption and bribery directly and indirectly associated with these criminal acts.

We fully support the government’s objectives to eradicate modern slavery and human trafficking.

We will publish a statement annually with our progress made and plans for the next year. Everyone in Explore Transport Ltd is required to fully support this policy by complying with the requirements of our processes.

This statement contains a summary of progress made. We continue to engage with all organisations in our supply chain and our customers in pursuit of ensuring the highest standards are achieved.

Our activities take place across the UK and occasionally in the EU and rarely further afield. Our business model is to procure and maintain a more modern and higher standard of fleet and equipment than most providers in our sector.

We sub-contract activities by partnering with local and national service providers that can meet the high standards we expect.

Other policies that support this Policy Statement are:

- Anti Bribery and Corruption Policy
- Equality and Diversity Policy
- Whistle Blowing Policy

## **THE PURPOSE OF THE POLICY**

The purpose of this policy is to outline the organisations commitments, provide guidance and outline the expectations of both line managers and employees on all matters relating to the Modern Slavery Act 2015.

## **THE SCOPE AND APPLICATION OF THE POLICY**

### **Management Responsibility and General Awareness**

Responsibility for the preparation and publication of this policy resides with our Managing Director.

We will:

- Report progress to our Executive Management Team and our Board.
- Raise awareness of this published statement and the Modern Slavery Act by notifying organisations in our supply chain, business partners and our customers with which we regularly engage.

### **Risk Mitigation**

We will:

- Completed a review of this policy and statement against our activities to establish whether the approach we have taken follows emerging best practice by:
  - Benchmarking our activities against statements and action plans undertaken by similar organisations.
  - Assess and evaluate the risk of non-compliance as part of our Quality Management System processes
- Our primary risk is identified as an association with a supplier or company with an ambiguous or non-compliant supply chain.

### **Due Diligence**

- Our procurement activities take place in England; and our contractors and suppliers are predominantly UK and EU based.
- We employ a direct-labour force to operate our business
- Our Procurement team use a Vendor Questionnaire that requires prospective business partners to declare how they comply with the act before we start doing business.
- The Business Development Process also checks that prospective customers are aware of the act and identifies how we will comply with the act and other legislation

- In common with many organisations, our employees occasionally stay in UK hotels when conducting business away from the office. Accommodation and travel arrangements are organised through our finance team. We occasionally procure meeting and conference venues to support our general business activities, and these are selected to ensure good value for money. We note that the hotel and hospitality trade recognise the risk of modern slavery within their sector and a Stop Slavery Hotel Industry Network is being developed by the industry.
- We will strongly consider exclusion of any supplier who has been convicted of an offence under the Modern Slavery Act 2015.
- We have a whistle blowing policy to ensure adequate protection if this is required

### **Expectation and Encouragement**

We expect all organisations in our supply chain, business partners and our customers and other companies we engage with to ensure their goods, materials and labour-related supply chains:

- Fully comply with the Modern Slavery Act 2015
- Transparent, accountable, and auditable; and are
- Free from ethical ambiguities.

### **Further Risk Assessment**

We will:

- Undertake a within-year review of this policy against our activities to establish whether the approach we have taken remains proportionate and appropriate.
- Assess and interpret any recent or emerging case law and best practice.
- Benchmarking our activities against statements and action plans undertaken by similar organisations.
- Work with our customers, suppliers, and delivery partners to ensure escalation and notification of suspicious activity.

### **Public Report of Non-Compliance**

Individuals with evidence of non-compliance with the Modern Slavery Act in connection within Explore Transport Ltd's supply chain, business partners, customers, and other companies we engage with; are encouraged to report their concerns to our HR team [HR@exploretransport.co.uk](mailto:HR@exploretransport.co.uk).

### **Other Businesses**

If you have information that could lead to the identification, discovery, and recovery of victims in the UK, you can contact the **Modern Slavery Helpline on 08000 121700**.

### **RESPONSIBILITY**

It is the responsibility of all Explore Transport Employees to ensure that the details set out in the policy are adhered to, any issues are highlighted and recorded.

The Board of Directors of Explore Transport fully endorses this policy.

I personally commit Explore Transport to this policy.



**David Cox – Managing Director, Explore Plant and Transport Solutions**

21/07/2022