

## **Slavery and Human Trafficking Statement**

### **INTRODUCTION FROM THE MANAGING DIRECTOR**

Riverside Truck Rental Ltd is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chains and our products. We all have a responsibility to be alert to the risks in our business and the wider supply chain. Staff and suppliers are expected to report concerns and management are expected to act upon them.

### **ORGANISATION'S STRUCTURE**

We are the supplier of vehicles and plant on short term and long term contract hire to private sector companies, central and local government. We are part of NRG Fleet Services Ltd which is also the holding Company for Direct Tyre Management and Alex Inglis. The Company has its head office in the UK and all depots and business units are in the UK.

### **OUR BUSINESS**

Our business is organised into the following units:

Truck Rental

Contract Hire

Fleet Maintenance

Fleet Management

### **OUR SUPPLY CHAINS**

Our supply chains include sourcing of vehicles, plant and parts principally related to the provision of vehicle supply and maintenance. The products the business sells are sourced from a broad range of national and international suppliers. Many of those international supplier relationships are sourced and managed by our commercial team.

### **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

We have a Code of Conduct on Ethical Trading, which sets out our policy on legislation. Other related documents are whistleblowing policy and our labour standards policy this policy states our clear commitment in relation to child labour, conditions of employment, wages and benefits, health and safety and the environment. The Code of Conduct has recently been updated to include our policy on human trafficking.

### **DUE DILIGENCE PROCEDURES**

As part of the companies due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored.

We expect our suppliers to have an effective system for implementation of their anti – slavery and human trafficking policies and procedures and maintain appropriate documentation and records for monitoring its own suppliers. Suppliers must also permit representatives of the company to enter their premises to audit premises and/or documentation in order to establish compliance of this code should this be requested.

## **SUPPLIERS ADHERENCE TO OUR VALUES**

The Company will not support or deal with any business knowingly involved in slavery or human trafficking.

## **ENSURING THE EFFECTIVENESS OF THIS POLICY**

We will use the following KPI's to measure and monitor the efficiency of the policy.

- Completion of internal audits by the EQHS team
- The level of communication and transfer of information between the Company and supply chain, measurement of their understanding of the Company's expectations

This Policy statement is made in pursuant to section 54(1) of the Modern Slavery Act 2015 and takes into account, and supports, the policies, procedures and requirements documented in our Integrated Management System, compliant with the requirements of ISO 9001:2008, ISO 14001:2004 and OHSAS 18001:2007. The implementation and operation of this management system underlines our commitment to this policy. Formal procedures concerning slavery and human trafficking have been established and communicated to all levels of the company.

The Company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its supply chains.

Signed for and on behalf of Riverside Truck Rental Ltd



Sid Sadique  
**Group Chairman**

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