



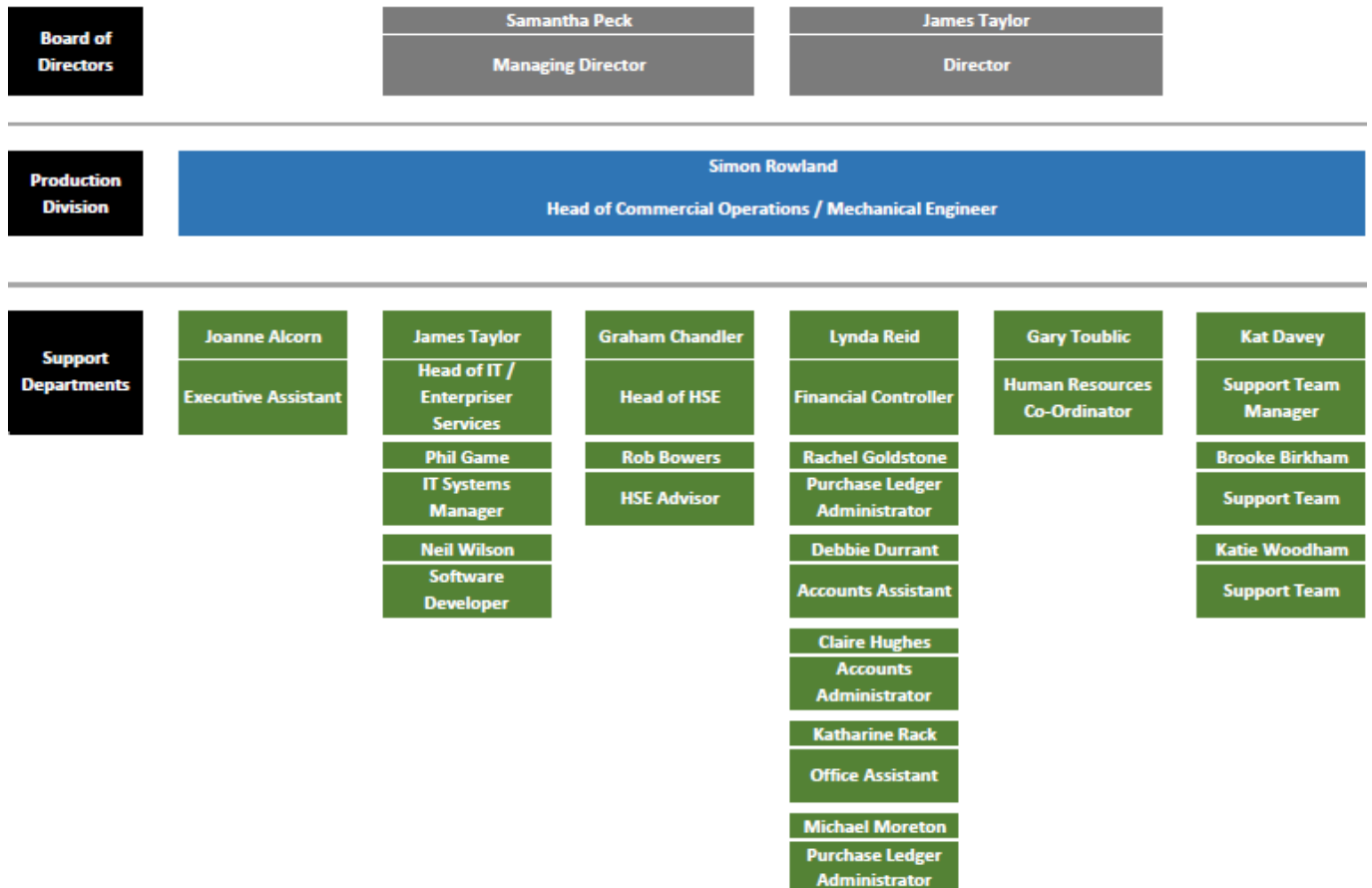
## Modern Slavery

### Organisation

This statement applies to Fleetsmith Ltd referred to in this statement as 'Fleetsmith'. The information included in the statement refers to the financial year 2022 – 2023.

### Organisational structure

Fleetsmith operates from its workshop in West Mersea, Essex with the head office based in Hazeleigh, Essex, UK. The board of directors consists entirely of family members, including the Managing Director.



### What we do:

Fleetsmith services commercial vehicle fleets throughout Essex and the South East along with other diagnostic and maintenance checks and repairs.

### Clients include:

- Millstar Plant Ltd
- Duropave
- Harwich Dock Company
- Stonefield Grab Hire
- ACD Drainage

We provide fleet servicing, diagnostics, trailer maintenance and repair, vehicle services – LGV / HGV, PMI / thorough check, pre-MOT checks, hot wash, welding and fabrication, crane / Hiab repair / accessory fitting, tanker repairs, plant maintenance and repair, general repair and fleet contracts.

Demand for our product is consistently high throughout the year and is, therefore, not seasonal.

The labour supplied to Fleetsmith in pursuance of its operation is carried out entirely within the UK and primarily within the South East of England.

### Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### Commitment

Fleetsmith Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Fleetsmith does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Fleetsmith in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Fleetsmith strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK and in many cases exceeds those minimums in relation to its employees or contractors.

### Potential exposure

In general, we consider our exposure to slavery/human trafficking to be very small. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us.

### Steps

Fleetsmith has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Fleetsmith has taken the following steps to ensure that modern slavery is not taking place:

- Employees or Contractors are made aware of the Act and our position of zero-tolerance so that they are aware and know what to do should a matter of concern be brought to their attention. The Company encourages all its workers, customers, and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- Making our suppliers and subcontractors aware of our position of zero-tolerance, and making compliance a term of our engagement with them.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

**Samantha Peck (Managing Director)**

**Date 31/03/2023**



**Review date 31<sup>st</sup> March 2024**

**Fleetsmith Ltd**