

ORGANISATIONAL STRUCTURE

1. The organisational structure of Mobility Vehicle Hire Limited t/a Specialist Vehicle Rental, (referred to as "MVH")
2. The MVH is controlled by Directors. MVH's Head Office is located in Birmingham, with other UK offices located in London.
3. MVH is predominately involved in the provision of hire of motor and specialist vehicles.

DEFINITIONS

MVH considers that modern slavery encompasses:

1. Human trafficking;
2. Forced work, through mental or physical threat;
3. Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
4. Being dehumanised, treated as a commodity or being bought or sold as property;
5. Being physically constrained or to have restriction placed on freedom of movement.

COMMITMENT

1. MVH acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing slavery and human trafficking within its own businesses and in its supply chains. MVH understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains.
2. MVH has a zero tolerance policy towards modern slavery. It will refrain from entering into business, and/or will discontinue any current business with any other organisation which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.
3. The labour supplied to MVH in pursuance of the services it provides is carried out wholly in the countries where those services are provided i.e. United Kingdom.
4. No labour provided to MVH in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. MVH strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.
5. MVH offers employment contracts on a guaranteed hours basis only; no offers of employment are made on a zero hours basis.
6. Part-time and fixed-term employees within MVH are provided with the same pro-rata contractual entitlements as full-time and permanent employees. If these are not offered, MVH is able to rely on objectively justifiable grounds.

POTENTIAL EXPOSURE

1. MVH considers its exposure to modern slavery to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.
2. In the operation of its business, MVH's main supply chains are those related to the provision of services. MVH considers its main exposure to the risk of slavery and human trafficking to exist in its supply chains.

STEPS

1. MVH carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its supply chains.
2. MVH has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with slavery and/or human trafficking.
3. In accordance with section 54(4) of the Modern Slavery Act 2015, MVH has contacted (or attempted to contact) all first tier suppliers to set out our zero tolerance stance on modern slavery and to ensure that slavery and/or human trafficking is not taking place.
4. MVH has taken action to monitor reports of modern slavery and will cross reference such reports with our first tier supply chain. MVH will seek to discontinue business with any first tier supplier found by the enforcement authorities to be involved in modern slavery.
5. MVH encourages use of its whistleblowing policy to report any concerns regarding modern slavery and will investigate any complaints thoroughly.

TRAINING

1. Upon commencement of employment all employees are made aware of MVH policies relating to standards of behaviour that it requires from them.
2. MVH also provides training on awareness of modern slavery to those within MVH who have been identified as having responsibilities in this regard, namely those involved in finance and procurement. MVH ensures that annual update training is provided.

ASSESSMENT OF EFFECTIVENESS IN COMBATting MODERN SLAVERY

1. To ensure effectiveness in combatting modern slavery, MVH maintains an accurate supplier list including contact details. It will ensure action is taken in response to reports of modern slavery in its supply chains and any complaints made via the whistleblowing policy will be responded to in accordance with the policy.
2. Following a review undertaken for MVH's statement of the previous financial year, MVH confirms its supplier list is up to date for the current financial year.
3. As in the previous financial year, there have been no reports that any of MVH's suppliers have been involved in activities covered by the Modern Slavery Act.

POLICIES

MVH also has a Corporate Social Responsibility Policy which further defines its stance on modern slavery. In addition, a Whistleblowing policy is in place which encourages the reporting of any wrongdoing which is in the public interest.

REVIEW

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and applies to all companies within and associated to MVH. It is reviewed for each financial year.

Reviewed 1st April 2020