



## Modern Slavery Statement for financial year 2018

SHB Hire Ltd (SHB) is committed to doing business fairly and ethically and supports the aims of the Modern Slavery Act 2015.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that SHB has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. SHB has a zero tolerance approach to any form of slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of slavery taking place within the business or our supply chain.

### Organisation's Structure

SHB is a UK vehicle hire and management company which is privately owned and operated and has 17 national depots, with the Head Office situated in Romsey, Hampshire.

SHB had an annual turnover of circa £121m for 2018.

### Our Supply Chain

Our supply chain provides us with vehicles, from cars to specialist vehicles, raw materials such as steel and vehicle consumables and maintenance support services.

### Our Policies

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have a number of policies in place within our business and annual declarations from our supply chain to ensure compliance. The relevant policies are outlined below:

- Anti-Slavery and Human Trafficking Policy
- Corporate and Social Responsibility Policy
- Procurement Policy
  - New Supplier process, forms and checks
  - Annual supplier declarations
- Whistleblowing Policy
- Recruitment Policy

We carry out due diligence in the following ways:

- Communicating policies to our staff and suppliers

- Where possible, we build long standing relationships with our supply chain and ensure our expectations of business behaviours are understood
- Robust checks for new suppliers
- Supplier audits and annual declarations to include Modern Slavery
- Thorough supply chain due diligence
- Thorough investigation of any issues/concerns raised
- Systems in place to encourage the reporting of any concerns and the protection of whistle blowers
- Tracking, monitoring and preventing the risk of occurrence through diligent management
- Use of supporting HR and recruitment companies as a third party check of our recruitment and personnel policies

### **Training**

Our employees and supply chain are made aware of the risks of modern slavery and human trafficking through the distribution of our relating policies.

### **Our Effectiveness in Combating Slavery and Human Trafficking**

We ensure our effectiveness in the following ways:

- Checks and audits
- Checks of our payroll system
- Annual supplier declarations and audits where applicable
- Depot audits
- Annual staff appraisals and robust recruitment process

### **Adherence**

We have zero tolerance to slavery and human trafficking and we expect all those in our supply chain and contractors to comply with our values.

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

### **Approval for this statement**

This statement was approved by the Managing Director



Paul Street  
Managing Director  
March 2019