



Modern Slavery Statement for financial year 2019

SHB Hire Limited (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 forced labour and human trafficking are not taking place within our business or supplier network.

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 within the business or our supplier network.

Organisation's Structure

SHB is a UK vehicle hire and management company and has 17 national depots, with the Head Office situated in Romsey, Hampshire. On July 1, 2019, SHB was acquired by Enterprise Rent-A-Car UK Limited ("ERAC") and its financial year-end was moved to July 31st. During financial year 2020, ERAC will conduct a comprehensive review of SHB's business and supplier network to ensure that forced labour and human trafficking are not taking place.

Our Supplier Network

Our supplier network 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 forced labour or human trafficking in our supplier network or in any part of our business. We have a number of policies in place within our business and annual declarations from our suppliers to ensure compliance. The relevant policies are outlined below:

- Anti-Slavery and Human Trafficking Policy
- Corporate and Social Responsibility Policy
- Procurement Policy
- Whistleblowing Policy
- Recruitment Policy

We carry out due diligence in the following ways:

- Communicating policies to our staff and suppliers
- Building longstanding relationships, where possible, with our suppliers and ensuring our expectations of business behaviours are understood
- Robust checks for new suppliers

- Supplier audits and annual declarations
- Thorough supplier due diligence
- Thorough investigation of any issues/concerns raised
- Systems in place to encourage the reporting of any concerns and the protection of whistleblowers
- 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 suppliers are made aware of the risks of forced labour and human trafficking through the distribution of our related policies.

Our Effectiveness in Combating Forced Labour 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 processes

Adherence

We have zero tolerance to forced labour and human trafficking in our business. We similarly expect all those in our supplier network, as well as our contractors to comply with our values.

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

Adopted on behalf of S.H.B. Hire Limited.

A handwritten signature in black ink, appearing to read 'Rick Short', written in a cursive style.

Rick Short
Director