



# Gulliver's Truck Hire Ltd.

## Anti-slavery Policy

### Introduction

This policy ensures that Gullivers Truck Hire Limited complies with section 54 of the Modern Slavery Act 2015, and sets out the responsibilities for employers and employees.

Gullivers is committed to ensuring that all of its business operations are free from involvement with slavery or human trafficking.

### Annual statement

Gullivers will publish an annual slavery and human trafficking statement. A link to this statement will be on the homepage of the website and will be signed and approved by Philippe Harding Managing Director.

Philippe Harding is responsible for ensuring that this statement is published and reviewed on an annual basis.

The statement will explain the steps that Gullivers Truck Hire has taken to ensure that slavery and trafficking are not taking place in any of its supply chains, or in any part of its own business.

### Content of the statement

The following items will be included in the statement.

1. The structure of our organisation, the business operations of the organisation and the supply chains.
2. Our policies in relation to slavery and human trafficking.
3. The due diligence processes that we carry out to ensure that there is no slavery or human trafficking in our business and supply chains.
4. Identification of any parts of our business and supply chains where there is a risk of slavery or human trafficking take place, and the steps that we have taken to assess and manage the risk.
5. An assessment of the effectiveness of the measures that we have taken to stop slavery and human trafficking taking place, and the way that we assess and manage the risks that are identified.



# Gulliver's Truck Hire Ltd.

## Anti-slavery Statement

Gullivers Truck Hire Ltd has a zero-tolerance approach to slavery and is committed to preventing acts of slavery and human trafficking from occurring within both its business and supply chain, and imposes those same high standards on its contractors, suppliers and other business partners.

## Company Structure

Gullivers Truck Hire Ltd is the premier nationwide vehicle hire company in the UK specialising in both general and municipal vehicles. We operate from eight depots located throughout the UK. We maintain our fleet through our own workshops and a number of third party suppliers.

This policy applies to all persons working for us or on our behalf in any capacity.

This policy does not form part of any employee's contract of Employment and we may amend this at any time.

## Due Diligence Processes

We have:

- Made our staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- Told staff what to do if they suspect a case of slavery or human trafficking;
- Contacted our suppliers and partners to check what assurance arrangements they have in place;
- Reviewed our Whistleblowing Policy.

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains
- Monitor potential risk areas in our business and supply chains

Training on this policy and the risk our business faces from modern slavery in its supply chains forms part of our induction process for all individuals who work for us and regular training will be provided as necessary.

This statement complies with section 54 of the Modern Slavery Act 2015

Signed .....  .....

Philippe Harding     January 2018

6. A statement that training about slavery and human trafficking is available to all employees.

### Additional action points

In addition to producing the annual statement, we are committed to:

- ensuring that slavery and human trafficking is considered and addressed in our approach to corporate social responsibility
- ensuring that any concerns about slavery or human trafficking can be raised through our whistleblowing procedure
- carrying out regular audits to ensure that all our employees are paid at least the National Minimum Wage and have the right to work in the UK
- ensuring that all commercial agreements include an obligation on our suppliers to operate in accordance with the Modern Slavery Act 2015, and to ensure that any of their suppliers and sub-contractors also operate in accordance with the Act
- appointing a named individual to oversee the compliance with the Modern Slavery Act 2015, this person is Philippe Harding.
- identifying and addressing any areas of high risk in our supply chain
- providing training for all employees who are involved in the supply chain on issues relating to slavery and human trafficking.

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Signed .....



Philippe Harding

January 2018