

## **Modern Slavery & Human Trafficking Statement**

### **Introduction**

This statement sets out Drivers Direct Recruitment Agency Ltd.'s actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 April 2022 to 31 March 2023.

As part of driver recruitment, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensure that its supply chains are free from slavery and human trafficking.

This statement focuses specifically on the company's compliance with the Modern Slavery Act 2015 (the Act) and highlights the steps we take to ensure there is no slavery or human trafficking occurring within the organisation or its supply chains.

### **Organisation's Structure**

Drivers Direct specialises in the recruitment and placement of professional drivers into both temporary and permanent positions within the UK Logistics sector.

### **Our Supply Chains**

Our supply chains include, but are not limited to, sourcing candidates for clients. This may involve the introduction by external agencies to Drivers Direct Recruitment Agency Ltd. of candidates for onward supply to our clients. We expect our suppliers and potential suppliers to aim for high ethical standards and to operate in an ethical, legally-compliant and professional manner by adhering to our Supplier Code of Conduct. We also expect our suppliers to promote similar standards in their own supply chain.

### **Our Policies on Slavery and Human Trafficking**

Suppliers are expected to adhere to our Supplier Code of Conduct, which includes specific reference to the Act, and should have in place a policy recognising, respecting and protecting the human rights of their employees, those of their suppliers and business partners and the communities affected by the suppliers' operations.

Employees should be free to choose to work for their employer and to leave the company upon reasonable notice.

All employees must be provided with a clear contract of employment, which complies with local legislation.

### **All employees must be treated in a fair and equal manner and with dignity and respect.**

Any form of discrimination, victimisation or harassment on the grounds of marital or civil partnership status, sex (including gender reassignment), race (including colour, ethnic and national origin, nationality), disability, sexual orientation, having or not having dependants, religious belief or political opinion, age, trade union activity and offending background should be prohibited.

All applicable laws and industry standards on wages, benefits, working hours and minimum age should be adhered to without any unauthorised deductions.

All slavery and human trafficking laws must be complied with including, but not limited to, the Act. Suppliers must ensure their business operations are free from slavery and human trafficking practices. 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.

### **Due Diligence Process for Slavery and Human Trafficking**

Drivers Direct have developed a rigorous registration process that has been audited by the Freight Transport Association and the Recruitment and Employment Confederation

Drivers Direct Recruitment Agency Ltd. ensure strict compliance checks are carried out for all candidates it supplies. Details of which are available to view within the document 'Our Recruitment Process'.

As part of our commitment to identify and eradicate slavery and human trafficking, we are undertaking due diligence on our supply chains to ensure compliance with legislative obligations and will continue and evolve this process in future years.

All Drivers Direct workers have access to dedicated channels through which they may voice concerns. Drivers Direct is committed to protecting workers when disclosing malpractice and will ensure that all disclosures made in good faith will be treated confidentially and without fear of retaliation.

### **Training**

All employees are expected to comply with all laws and act in accordance with local guidelines and regulations and act with integrity and honesty. We have undertaken to review our policies and procedures to ensure our colleagues have access to any additional information and support they may require with regard to human trafficking, forced labour, servitude and slavery. Further training will be provided as required, which is an area that remains under review.

This statement is made pursuant to Section 54 of the Act and constitutes the Company's slavery and human trafficking statement for the financial year ended 31 March 2020.

The Board of Drivers Direct Recruitment Agency Ltd.