

## Modern Day Slavery

The statement covers Modern Day Slavery and Human Trafficking in accordance with the Modern Day Slavery Act 2015 and sets out the steps the Group has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business for the financial year ending April 2018.

## Group Overview

Stevens Vehicles Holdings Limited (with its subsidiaries trading as Ford & Slater DAF and Massey Truck Engineering, together “**the Group**”) is one of the largest DAF Trucks dealership groups in the UK. Massey Truck Engineering is a successful and highly respected specialist bodybuilder manufacturing 400 truck bodies per annum from its Sheffield manufacturing site where they have 85 highly skilled employees.

The Group stockholding equals approximately £5.0m and we offer a daily delivery service from most of our 10 dealership locations. We employ over 150 factory trained technicians with in-depth DAF product knowledge and many workshops are open 24 hours/day to permit maintenance work to be performed during off-peak hours.

## Policy & Principles

The Group is committed to complying with its obligations under the Modern Day Slavery Act 2015 and other relevant legislation relating to the detection and prevention of modern slavery. To ensure that nothing which meets the definition of Modern Slavery is taking place, or being permitted to take place the Group has reviewed its activities, policies, procedures and working practices.

The relevant policies are:

- Ethical trading code of conduct
- Environmental policy
- Anti-bribery & corruption policy
- Health & safety policy
- Corporate & social responsibility policy
- Employee code of conduct policy

## Procedures

There is no forced, bonded or involuntary prison labour. Workers are not required to lodge "deposits" or their identity papers with their employer and are free to leave their employer after reasonable notice. Specifically, suppliers and/ or representatives do not engage in modern slavery or human trafficking or other actions as covered by the **Modern Slavery Act 2015** and take all reasonable measures to ensure its full supply chain does similarly not engage in any such acts.

Workers shall receive regular and recorded health and safety training and such training shall be repeated for new or reassigned workers.

Children and young persons under 18 shall not be employed at night or in hazardous conditions. The group is part of the highly successful DAF Trucks National Dealer Apprentice Programme that is based at the City of Bristol College. DAF Trucks Apprentices work towards gaining an Advanced

Apprenticeship in Motor Vehicle Maintenance and Repair which includes a VCQ Level 3 in Heavy Vehicle Maintenance and Repair.

Policies and procedures shall conform to the provisions of the relevant regulated and legislative standards prevailing at the time.

Slavery, physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidation shall be prohibited. Suppliers and / or representatives must prevent and prohibit these activities and must have adequate checks to verify inhumane treatment does not take place.

The Group is committed to ensure that those people with whom we deal and in particular our suppliers and our representatives live up to our values and standards and share that responsibility.

Accordingly suppliers and representatives should comply with and seek to develop relationships with their own supply chains consistent with the principles set out above and should be compliant with all local laws and the following principles as a minimum.

This statement has been approved by the Board of Directors, who will review and update, if necessary, on an annual basis.

*Nigel J Stevens*

Director  
Stevens Vehicles Holdings Limited

This statement is applicable to all Ford & Slater dealerships as follows:

Ford & Slater Leicester	Hazel Drive, Leicester, LE3 2JG
Ford & Slater Norwich	Longwater Business Park, Norwich, NR5 0JS
Ford & Slater Corby	Gretton Brook Road, Earlstrees Industrial Estate, Corby, NN17 4BA
Ford & Slater Lincoln	Sleaford Road, Bracebridge Heath, Lincoln, Lincs, LN4 2NQ
Ford & Slater Peterborough	Newark Road, Eastern Industrial Estate, Peterborough, PE1 5YD
Ford & Slater Coventry	Rowley Road, Coventry, CV3 4FL
Ford & Slater Spalding	9 Wardentree Lane, Pinchbeck, Spalding, PE11 3ZN
Ford & Slater Kings Lynn	Maple Road, Saddlebow, King's Lynn, PE34 3AH
Ford & Slater Newark	Long Hollow Way, Winthorpe, Newark, NG24 2NH
Ford & Slater Wisbech	Commercial House, Algores Way, Wisbech, PE13 2TQ

In addition to the above:

Stevens Vehicles Holdings Ltd	Hazel Drive, Leicester, LE3 2JG
Massey Truck Engineering Ltd	Station Rd, Halfway, Sheffield, South Yorkshire, S20 3GX