

## **Redde plc and its Subsidiaries Slavery and Human Trafficking Statement**

### **Introduction from the CEO of Redde plc: Martin Ward**

Redde plc will not tolerate any aspect of servitude, forced or compulsory labour or human trafficking (**Modern Slavery Practices**) whether in relation to its own or supplier's businesses.

### **Organisation Structure and Business**

Through its subsidiaries Redde plc is a provider of incident management, general insurance mediation, vehicle repairs, fleet management, rental vehicles (including commercial) and legal services (predominantly but not exclusively) in the automotive sector.

Redde Plc (Group) has its head office in Bath, BANES, United Kingdom.

### **Our Supply Chains**

Our supply chains include:

- Multiple tier vehicle part manufacturers
- Roadside, recovery and repair services
- IT suppliers
- Professional services including cost assessors, financial, legal, auditors, medical experts, investigators, licensing authorities and specialist engineers
- Providers of insurance products
- Driver behaviour services to include hardware and software
- Vehicle manufacturers, distributors and dealers
- Vehicle repair workshops including main dealers
- Plant maintenance services
- Vehicle rental and logistics providers
- Referrer's and introducers

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

We are committed to endeavouring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. A copy of this policy is available on request.

### **Due Diligence Process**

As part of our initiative to identify and mitigate risk we are taking steps to establish and implement controls and systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of modern slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

- Protect whistle blowers.

## **Supplier Adherence to Our Values**

We are taking steps to implement a system where all relevant departments of the business will work together to identify, mitigate and monitor for Modern Slavery Practices.

To motivate all those in our supply chain and contractors to adhere to our values we are taking steps to create and integrate into our supply chain on-boarding and monitoring programme, modern slavery enquiries which will be monitored and enforced by our compliance department.

The Group deals mainly with suppliers based in the United Kingdom but a number of these will be foreign owned and/or will source goods or services consumed by us, our subsidiaries and/or our customers either outside of the United Kingdom or by using staff who originate from outside the United Kingdom.

As a consumer of motor vehicle and motor vehicle parts we are aware that the manufacture of these vehicles and the parts is a global business and the manufacturing plants are often based in those parts of the world which are chosen by the manufacturers for a variety of factors which can include the cost of local labour force. We are therefore to a considerable extent constrained as to the choice of suppliers and sources of manufacturer for these goods. We will concentrate our efforts on those areas both geographically and in relation to products that are identified in the global modern slavery index as being most at risk and where we have a real opportunity to exercise choice.

## **Training**

To promote a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are looking to develop and implement training to relevant members of our staff. Initially this will start with managers and then be implemented into all appropriate areas of the business.

All Directors and the Senior Management Team have been briefed.

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

We are taking steps to develop and implement systems and controls so that we can rigorously monitor that we are being as effective as we can be in mitigating the risks of modern slavery and human trafficking taking place in any part of our business or supply chains.

## **Further Steps**

We intend to continually monitor and develop our practices and procedures to help combat modern slavery and human trafficking through the dedicated project team.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30<sup>th</sup> June 2016.

## **Martin Ward**

Redde plc

November 2016