



## **SCANIA FINANCE GREAT BRITAIN LIMITED**

### **MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT**

Scania Finance Great Britain Limited (“SFGB”) is a private limited company incorporated in England and Wales and trades as Scania Financial Services. SFGB is a subsidiary of Scania CV AB and is a constituent entity of the Scania Group.

SFGB acknowledges its responsibilities under the Modern Slavery Act 2015 to publish a Modern Slavery and Human Trafficking Statement for each financial year, setting out the steps it has taken to address the risk of slavery and human trafficking within its own operations and those of its supply chain.

This statement sets out the steps we have taken to address the risk of modern slavery and human trafficking during the financial year ended 31<sup>st</sup> December 2018.

#### **Our Approach**

SFGB is committed to conducting business with integrity and in a socially responsible and sustainable manner. Scania is a signatory to the United Nations Global Compact and SFGB shares in the Group’s commitment to upholding its principles in relation to human rights, labour practices, the environment and anti-corruption.

Scania places clear obligations on its employees worldwide to demonstrate the highest standards of ethical behaviour and employees are routinely trained in the organisation’s core values and employee Code of Conduct.

In accordance with Scania’s core values and the principles of UK anti-slavery and human trafficking legislation, SFGB seeks to put in place robust and effective systems and controls to safeguard against any form of modern slavery taking place within its business or supply chain.

#### **Employment**

Operating with integrity and a respect for individual rights is a fundamental element of the Scania culture and SFGB maintains a zero-tolerance approach to any form of modern slavery, human trafficking or exploitative employment practices.

SFGB’s recruitment processes ensure that pre-employment checks are carried out to confirm that the individual is legally entitled to work in the UK, with the aim of mitigating the risk of human trafficking and forced labour. SFGB seeks to ensure that all employees are treated with respect and dignity, and that the fundamental rights of individuals at work are protected.

#### **Supply Chain Standards**

SFGB seeks to do business with suppliers and partners who maintain the highest standards of economic, environmental and social responsibility. To that end, SFGB has set out its expectations regarding business conduct, including with regard to employment practices and anti-slavery



provisions, in its Supply Chain Code of Conduct. Suppliers and partners are expected to respect and comply with this Code at all times.

Where any supplier or partner is found to fall irreparably short of the expected standard, SFGB will carefully consider its relationship with that supplier or partner, up to and including the termination of that relationship.

### **Monitoring and Audit**

SFGB continues to develop its internal compliance monitoring programme to identify and remedy any non-compliance with internal policy and external regulation. During 2018, the company has continued the implementation of its risk management framework to proactively identify risks within the organisation, including the risk of human rights violations such as modern slavery.

The Scania Financial Services group of companies operates an independent internal audit function whose mission it is to assess and audit the constituent companies of the group to ensure ongoing adherence to the law, Scania policy and industry best practice.

### **Whistleblowing**

During 2018, the Scania Group has continued to develop worldwide its whistleblowing procedures to enable employees to raise concerns and report serious regulatory violations in a confidential manner.

New reporting tools have been implemented and policies updated to enable the more effective escalation of reports within the worldwide Group. Scania Group policy specifically requires employees to report any instances of non-compliance or wrongdoing and assures that such reports will be investigated thoroughly and without undue delay.

### **Summary**

SFGB maintains a clear zero tolerance approach to any form of modern slavery and continues to develop its processes and procedures in an effort to identify and mitigate the risk of modern slavery in the company's supply chain.

It is the company's intention that its processes and procedures will continue to evolve over time and that future statements will demonstrate the company's continuing progress on this important issue.

This statement has been approved by the Executive Management Team of SFGB and will be reviewed and updated on an annual basis.

Alan Rhodes  
Managing Director  
For and on behalf of Scania Finance Great Britain Limited

27<sup>th</sup> September 2019