



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

### **ORGANISATION**

Scania Finance Great Britain Limited (“SFGB”) is a private limited company incorporated in England and Wales and trades as Scania Financial Services. SFGB is part of a global network of Scania Financial Services entities offering vehicle financing, insurance and rental services to operators of Scania commercial vehicles.

Scania is part of the TRATON Group, which includes the brands Scania, MAN, Volkswagen Caminhões e Ônibus and RIO.

### **STATEMENT**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. SFGB acknowledges its responsibilities under the Act 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 SFGB have taken to address the risk of modern slavery and human trafficking during the financial year ended 31<sup>st</sup> December 2019.

### **OUR APPROACH**

SFGB has a zero-tolerance approach to any form of modern slavery, human trafficking or exploitative employment practices. 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.

### **SCANIA SUPPLY CHAIN STANDARDS**

SFGB seeks to do business with suppliers and partners who meet the same high standards that we demand from ourselves. To that end, Scania has set out its expectations regarding business conduct, including with regard to employment practices and anti-slavery provisions, in its Supplier Code of Conduct. Suppliers and partners are expected to respect and comply with this Code at all times and it is the responsibility of the supplier to ensure that the relevant rights are identified and prioritised.



Scania requires all its suppliers not to tolerate any form of modern slavery, human trafficking, child, forced, bonded or compulsory labour or servitude by or in relation to the supplier's employees or the supplier's suppliers. As part of the tendering and supplier approval process, suppliers confirm that they will comply with the terms of the Scania Supplier Code of Conduct. It is expected that suppliers communicate Scania's standards to their own suppliers and subcontractors.

## **OUR POLICIES**

Scania's employee Code of Conduct requires that entities within the Scania Group conduct business in an ethical and responsible manner. Employees are expected to maintain the highest standards of integrity and mutual respect in line with Scania's long-established Core Values.

In seeking to raise employee awareness of human rights issues, a section of the employee Code of Conduct is dedicated specifically to human rights. Employees are encouraged to be vigilant and alive to possible infringements of human rights and to report any suspicions through the whistleblowing system.

## **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 the past year, 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**

Everyone at Scania has access to established channels for reporting suspicions of compliance infringements, including suspicions of human rights violations. Scania's whistleblowing system is committed to protecting both the whistleblower and the individual affected. Scania does not tolerate retaliation against or suppression of whistleblowers and any individuals implicated are presumed innocent until proven otherwise.

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

SFGB has implemented refresher training for all employees in an effort to ensure that whistleblowing processes are fully understood within the organisation.



## **EMPLOYEE TRAINING**

Communication and employee training play a key role in compliance and sustainability work across all hierarchy levels.

Employees have access to various forms of training for topics addressed in the Code of Conduct. The Code of Conduct e-learning 'Doing Things Right' is mandatory for all employees at Scania whilst the Dilemma Game (classroom training) was developed to facilitate discussions on ethical dilemmas and to promote Scania's open, speak-up culture.

Scania has also developed a global e-learning module covering the broad and important topic of sustainability. Whilst it is mandatory for managerial positions at Scania, all employees are encouraged to take the course and work together towards Scania's goal of achieving a sustainable transport future.

## **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