

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR [2022-2023]

INTRODUCTION

This modern slavery and human trafficking statement is made on behalf of West Pennine Trucks Ltd pursuant to section 54(1) Modern Slavery Act 2015.

OUR BUSINESS

West Pennine Trucks is one of six independent dealers' groups across the Scania network and has held a Scania franchise since 1986. It is the North West's largest privately owned, authorised Scania dealer group and covers the industrial areas of Greater Manchester down into the more rural counties of Cheshire, Staffordshire, Shropshire, and mid-Wales. The West Pennine Trucks team provide the complete sales and aftersales support package and work side by side with some of the most recognisable brands in the UK. There are six depots and two' VMU's across the North West, as well as a head office located in Middleton, Greater Manchester. The company employs around 220 people across the UK and operates solely in the United Kingdom.

West Pennine Trucks Limited is part of Ballyvesey Holdings Limited, a privately owned parent company with a wide range of trading subsidiaries, established in 1970.

OUR SUPPLY CHAINS

West Pennine Trucks has strong and lasting relationships with all of our suppliers, and all of our suppliers must accept and comply with our Supplier Code of Conduct. West Pennine Trucks communicates this code of conduct with suppliers, as well as publicising this on our website. West Pennine Trucks expects all suppliers to have a zero-tolerance policy on modern slavery, human trafficking and child or forced labour in relation to its employees and suppliers.

OUR POLICIES AND CONTROLS

West Pennine Trucks operates the following policies that illustrate commitment to identifying, minimising the risk of, and dealing with, any incidents of modern slavery and human trafficking

Whistleblowing Policy

West Pennine Trucks has a clear, and established whistleblowing policy which is communicated to all employees via our employee handbook and externally via our website. Employees, customers, and



Stakehill Industrial Park Middleton Manchester M24 2RW	Units 1 & 5, Circle South John Gilbert Way Trafford Park Manchester M17 1NF	Cross Street Longport Stoke-on-Trent ST6 4PU	Halesfield 17 Telford TF7 4PW	Mile Oak Industrial Est. Maesbury Road Oswestry Shropshire SY10 8GA	Station Road Knighton Powys LD7 1DT
Tel.: 0161 653 9700 Fax: 0161 653 7885	Tel.: 0161 877 7708 Fax: 0161 877 7454	Tel.: 01782 577955 Fax: 01782 575217	Tel.: 01952 587222 Fax: 01952 582255	Tel.: 01691 671500 Fax: 01691 671400	Tel.: 01547 528600 Fax: 01547 520597

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other business partners can report any concerns or suspicions of compliance infringements, including suspicions of human right violations. Our system is designed to protect the whistle blower and the individual affected.

Supplier Code of Conduct

West Pennine Trucks is committed to ensuring that its suppliers adhere to the highest standards of ethics. Our Supplier Code of Conduct sets out the ethical obligations and working conditions we expect from all our suppliers. This code is shared with all suppliers and publicised on our website.

Recruitment Policy

The organisation specifically uses one recruitment agency as directed by our parent company. As this approved agency is also part of our wider group company they adhere to the same levels of conduct and ethics demonstrated by all companies within the group. If West Pennine Trucks engage with any other employment agencies, their compliance with our code of conduct is required and full checks into their practices will be undertaken by Senior Management.

DUE DILIGENCE PROCESSES AND RISK MANAGEMENT

The organisation undertakes due diligence when considering taking on new suppliers, and routinely reviews existing suppliers in line with the standards defined by our code of conduct.

West Pennine may at any time review and/or request supplier self-assessments and/or perform on site audits at the supplier's locations, usually preannounced.

Any concerns regarding incidents of modern slavery or human trafficking can be reported to any of our Senior Managers, and any concerns will be thoroughly investigated.

TRAINING

West Pennine Trucks has introduced mandatory training for all Management and Human resources staff in line with Stronger Together.



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The aim of this training is to enable employees to:

Understand what modern slavery, forced labour and hidden labour exploitation is

Know how to recognise the signs that someone may be being exploited and how to respond

Understand how to start taking preventative action to minimise the risk of forced labour within the organisation.

In addition to this training, West Pennine Trucks is helping to raise awareness amongst all of our employees on modern slavery issues, by sharing resources from Stronger Together, including posters and leaflets which have been distributed at all of our depots, and advising employees how to flag up potential slavery or human trafficking within the organisation.

APPROVAL

This modern slavery and human trafficking statement was approved by the Board of Directors of West Pennine Trucks on 3/9/2023

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Managing Director

3/9/2023

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(insert date)



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