

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

TruckEast Limited is committed to preventing acts of modern day slavery and human trafficking from affecting any part of our business and that of our supply chains. The Company acknowledges responsibility to the Modern Slavery Act 2015 and will ensure transparency within the organisation and with suppliers of goods and services to the organisation. These, as well as the suppliers of services and vehicle manufacturers, make up the supply chain within TruckEast Limited.

TruckEast Limited only have locations within the United Kingdom and the vast majority of our suppliers are based in the United Kingdom, Sweden and the EU. The company is an independent Scania dealership. In light of where we do business, where our suppliers are based, and the industry in which we operate, we consider that there is a very low risk that modern slavery and human trafficking may affect our business.

Nonetheless, we adopt policies and procedures, which are designed to:

- Ensure all relevant staff are alerted to the risk of slavery and human trafficking occurring in our business and supply chains;
- Monitor potential risk areas in our business and supply chains;
- Reduce the risk of slavery and human trafficking in our business and supply chain, and;
- Provide protection to whistleblowers

As part of the Company due diligence processes into slavery and human trafficking, the supplier approval process will incorporate reasonable checks and a review of the controls undertaken by the supplier. Imported goods from sources from outside the UK and EU are potentially more at risk for slavery / human trafficking issues. The level of management control required for these sources will be continually monitored, as and when they happen. Controls may include (but are not limited to) raising enquiries with the supplier, asking for their policy / HR documents and verification of physical working conditions for employees and contractors.

The company will not support or deal with any business knowingly involved in slavery or human trafficking. TruckEast staff are advised to notify Directors or our HR department immediately if they have any concerns so that appropriate action can be taken.

The TruckEast Company Handbook makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.

Our HR department ensures that we comply with the applicable laws of the country we are based, and we only use specified, reputable employment agencies to source labour (always for permanent positions, we do not use temporary labour as a business). We are proud of the work environment we provide to our staff and the culture that permeates our business.

The company Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources (training, etc.) and investment to ensure that slavery and human trafficking is not taking place within the organisation and within its' supply chains.

This policy will be accessible to all employees electronically and is supplied to all employees within the Employee Handbook. Disciplinary procedures will be followed in all cases where this Policy is breached. This Policy shall be reviewed annually to ensure its' continuing suitability and relevance to the company activities.



Harley Coulson
Managing Director
September 2023