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## Channel Commercials PLC

# Modern Slavery Statement

### **Introduction**

Modern slavery is a crime and a violation of human rights. It takes many forms such as slavery, servitude, forced / compulsory labour and human trafficking, all of which deprive a person of their liberty and dignity for another person's gain.

At Channel Commercials PLC we have a zero-tolerance approach to modern slavery. This statement sets out the actions that we have taken to prevent slavery and human trafficking during the financial year ending November 2023

### **Our Business and Supply Chains**

Channel Commercials PLC operates in the transport sector as a DAF truck and MAXUS Commercial Vehicle franchise. We also undertake Rail Wagon maintenance. Our business activities include the sale, servicing, repair and maintenance of commercial vehicles, including Paint and Bodyshop signs and graphics and specialist engineering services. It also provides parts for commercial vehicles.

We are committed to preventing slavery and human trafficking in our business activities and direct employment of staff. We are committed to ensuring, as far as we are able, that our supply chains are free from slavery and human trafficking.

We establish a relationship of trust and integrity with our suppliers. We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it via the appropriate channels.

### **Policies & Procedures**

Channel Commercials PLC operate a number of procedures for identifying and preventing slavery and human trafficking in our operations:

- A robust recruitment procedure and the vetting of new employees, including checks for eligibility to work in the UK, age (and ensuring age appropriate work is provided and work permits are gained where necessary), Identity and bank account (to ensure they are paid directly), in order to safeguard against human trafficking or individuals being forced to work against their will. Recruitment checks are conducted on all new employees, including those that have been introduced via a recruitment agency.
- Bank account verification process to ensure that any existing employee is still being paid directly if we are informed of a change of bank details
- Ensuring that our employees are managed in accordance with employment legislation, including being free from discrimination and paid in accordance with the National Minimum Wage
- Ensuring employees have a safe environment to work in and all relevant health and safety legislation is adhered to.
- Conduct Policy - our policy encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour.

- Anti-Bribery and Corruption Policy – this has been put in place and training provided to managers and relevant staff.
- All of our employees have access to the Employee Assistance programme, which will allow them to speak confidentially and get advice and information on a wide range of topics.
- Reporting procedure – should any employee feel there may be evidence of human trafficking or slavery in the business or the supply chain then they may report this immediately to a Director or the HR Department. We encourage all employees to report any suspicion of slavery or human trafficking without fear of retaliation.

### **Supplier Due Diligence**

We expect that our suppliers will comply with the Modern Slavery Act 2015 and that they will hold their own supply chains to the same high standard. We will not support or deal with any business which is known to be involved in slavery or human trafficking.

Our rail suppliers are requested via supplier questionnaires to show us what steps they take to ensure that:

- Modern slavery is not present in their company
- Policies and procedures are in place to ensure safe and fair working practices
- Responsible management and compliance with legal requirements is reflected in their policies, practices and procedures.

The automotive supply chain is more complex but we continue to conduct similar due diligence for this sector of our business by sending out and reviewing our supply chain questionnaires.

### **Training**

Channel Commercials PLC has delivered further training to our managers to raise awareness of:

- Types of Modern Slavery
- How to identify the signs of slavery and human trafficking
- How to respond if they suspect slavery or human trafficking

Any new managers also receive the relevant training.

### **Our Performance**

Channel Commercials PLC has measures in place which include:

- How many managers have completed training
- How many suppliers have been requested to complete our supplier questionnaire
- Responses received

This statement covers the financial year ending November 2023 and has been authorised and approved by the board of Channel Commercials PLC.

Signed: \_\_\_\_\_ Date: 21/05/2024  
  
 Managing Director