Crossroads Truck & Bus Ltd

Distributor for Volvo Trucks
Support Dealer for Volvo Bus

Anti Slavery Policy

Hartshorne Crossroads Group ("HCG") has a zero-tolerance approach to slavery, is committed to preventing acts of slavery and human trafficking from occurring within the business, and imposes those same high standards on its contractors, suppliers and other business partners.

Company structure

HCG is the holding company for a group which has Volvo franchised/subsidiary companies supplying Volvo trucks, Volvo parts and Volvo service to our customers. HCG provides a high standard of service to our Volvo truck and bus customers which is backed with a high level of staff training.

HCG has approximately 20 depots throughout Yorkshire and the Midlands.

As such, HCG work with a wide range of service providers, suppliers, subcontractors, partners and associate entities, which by the nature of the area the business covers, has a diverse work force. As a result of this one of the key principles of the organization is a great respect for human rights which applies across all areas of the business from production to sales.

Due diligence processes

HCG recognizes that people are key to the successful running of our business and strives to be the best employer possible, while simultaneously recognizing universal human rights.

We have:

- Made our staff aware of the Modern Slavery Act, including its definitions of slavery and human trafficking;
- Told staff what to do if they suspect a case of slavery or human trafficking;
- Contacted suppliers and partners in potentially higher risk categories to check what assurance arrangements they have in place; and
- Commenced a revision of our procurement contracts and related documents to include prohibitions in respect of slavery and human trafficking and compliance with the legislation;
- Our recruitment process is transparent with any job opportunities discussed with candidates directly and pay sent directly to the employee. Personal documentation is also checked as part of the new starter process to help to verify the identity of individuals

- Reviewed our Whistleblowing Policy to ensure that workers feel confident to report any concerns.
- Conduct ongoing reviews on how policies can be further strengthened, including offering further training to staff as deemed necessary. Such training can be utilized to compliment specific training on related areas such as diversity and inclusion, non-discrimination and anti-harassment.

The company is also aware of the fact that modern slavery may arise from business relationships as well as within the business itself and as a result all trading partners of the company are expected to abide by the same strict standards to ensure the prevention of slavery.

We expect that each company in our supply chain will:

- Ensure that any employment contracts abide by relevant government legislation governing this area
- Ensure there is no discrimination within the company in relation to employees
- Each company in the supply chain should also ensure that these processes are abided by within their subcontractors companies

The above procedures are designed to:

- Identify and assess potential risk areas in our business and supply chains.
- Reduce the risk of slavery and human trafficking occurring in our business and supply chains.
- Monitor potential risk areas in our business and supply chains.
- Provide adequate protection for whistle blowers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our groups slavery and human trafficking statement.



David Crowley
Deputy Managing Director