

# *Tanvic Group Holdings Ltd*

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## **SLAVERY AND HUMAN TRAFFICKING STATEMENT.**

### **Introduction from the CEO**

Modern slavery and human trafficking remain a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

This statement relates to actions and activities during the financial year ended 31<sup>st</sup> December 2022.

### **Organisation's structure**

Tanvic Group Holdings Limited owns 100% of the shareholding in the trading company Tanvic Group Limited. We are a wholesaler of tyres to the trade and retail supplier with numerous outlets incorporating tyre and service centres, MOT testing, vehicle servicing and maintenance. The group has its head office in the UK and all trading outlets are in the UK

The group has an annual turnover in excess of £36m.

### **Our business**

Our business is organised into three business units: Retail, Commercial and Wholesale.

### **Our supply chains**

Our supply chain's includes sourcing of tyres and parts principally from leading tyre manufacturers and parts suppliers.

## **Our policy on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and are continuously making improvements in the identification and prevention of modern slavery and human trafficking to ensure it is not taking place anywhere in our supply chains.

We have a suite of policies and procedures in place designed to support all our employees across a range of issues. Integral to those policies are measures to support the prevention of modern slavery and human trafficking. We review all our policies on a regular basis and ensure they are fit for purpose and upload them to our intranet portal for all employees to access. Those policies have a direct relation to modern slavery and human trafficking are:

- Equal Opportunities Policy
- Health & Safety Policy
- Whistleblowing Policy
- Grievance Policy
- Recruitment and Selection Policy

Alongside our in-house policies we are also aware of the UN Global Compact's 10 Principles. There are a number of internationally recognised declarations, standards and codes that we are aware of and respect, the UN Universal Declaration of Human Rights, UN Guiding Principles of Business and Human Rights, International Labour Organisation core conventions and the Code of Ethical Trading Initiative.

## **Due diligence processes for slavery and human trafficking**

We operate a range of Management systems to help ensure all relevant aspects of legal compliance and due diligence requirements are identified. In line with our management standards, we continually review our processes to ensure they meet the required standards. There are three key areas where we have due diligence processes in place.

### 1). Employees

As part of our recruitment process, we ensure all employees have valid “right to work “status for the UK and can produce their own documents as requested. This information is held securely within our HR and Finance systems.

We also hold annual appraisals where employees can raise concerns that relate to their particular business area. This provides a great face to face opportunity for a private two-way communication channel with the employee and management to raise any issues or concerns.

### 2). Suppliers

As part of our initiative to identify and mitigate risk-

- The geographical scope of our premises is to ensure optimum supervision of our properties.
- Where possible we build standing relationships with local suppliers and make clear our expectations of business behaviour.
- With national or international supply chains, our point contact is preferably with a UK company or branch and we expect these entities to have suitable anti-slavery and human trafficking policies and processes. It is not practical for us (and every participant in the chain) to have a direct relationship with all links in the chain.

### 3). External Contractors & Organisations

It is important that these organisations that we work with are morally aligned with us to ensure we build long term and mutually beneficial relationships and they can demonstrate that they have modern slavery and trafficking statements in place.

## **Supplier and Contractor adherence to our values**

We have zero tolerance to slavery and human trafficking. We expect all our suppliers and contractors in our supply chain to comply with our values. Wholesale, Retail and Commercial Directors and Managers in conjunction with Procurement are responsible for the supplier relationships in their respective Divisions.

Going forward as a Company we will be seeking confirmation from key suppliers and contractors that they have adopted their own anti-slavery and human trafficking policies.

## High Risk Areas

Working with a large number of external organisations and suppliers we accept that this brings with it some extra risks that we need to manage and continually monitor. Some of these areas are highlighted below;

- Casual Workers and Agency Staff.
- IT Hardware
- Textiles re Uniforms and PPE

## Training

To ensure a high level of understanding of the risks with slavery and human trafficking we will be providing appropriate training to management and procurement staff to raise awareness and highlight any areas of concern.

## Performance Indicators.

We have not identified any instances or indications that either slavery or human trafficking occurs in our supply chain. As such we have not considered it necessary to adopt any formal performance indicators (KPI's) to measure how effective we have been to ensure slavery and human trafficking is not taking place in any parts of our business or supply chains. We intend to keep this under review.

## Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our group's slavery and human trafficking statement for the current financial year and will be updated as necessary on an annual basis.

Stephen McCracken

CEO

On behalf of the Board of Directors,

Tanvic Group Holdings Ltd & Tanvic Group Ltd.

Dated: 31st March 2023