Modern Slavery Act 2015

Modern slavery and human trafficking statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement of EFM Fleet Services Limited for the financial year ending in 2026.

Organisational structure

For over eight years, EFM Fleet Services Limited have been delivering unrivalled fleet management services that our designed to design to deliver bespoke fleet services to the customers. Our operations are based in the United Kingdom and are supported by employees, contractors and suppliers who provide services, equipment, facilities, professional support and other goods and services needed to deliver our business activities.

Our policies on slavery and human trafficking

We are committed to conducting business ethically and responsibly and to ensuring that modern slavery, forced labour, servitude and human trafficking are not taking place in any part of our business or supply chains.

We maintain policies and procedures that support our commitment to preventing modern slavery, including our Modern Slavery and Human Trafficking Policy, recruitment and right-to-work checks, whistleblowing arrangements, health and safety requirements, disciplinary procedures and supplier management controls.

These policies and procedures reflect our commitment to acting with integrity in our business relationships and to maintaining systems and controls designed to prevent, identify and address modern slavery risks within our operations and supply chains.

Due diligence processes for slavery and human trafficking

As part of our approach to identifying and mitigating modern slavery risk, we maintain proportionate due diligence processes across our business and supplier relationships. These include procedures to:

- Identify and assess potential modern slavery risks in our workforce, operations, contractor arrangements and supply chain.
- Apply checks during recruitment, onboarding and supplier engagement, including right-to-work verification, appropriate contractual expectations and review of higher-risk suppliers where required.
- Monitor potential risk areas through management review, supplier oversight, incident reporting and internal escalation channels.
- Protect individuals who raise concerns through our whistleblowing and reporting arrangements, and ensure concerns are reviewed promptly and appropriately.

Supplier adherence to our values

We have zero tolerance of modern slavery and human trafficking. We expect our suppliers, contractors and business partners to act ethically, comply with applicable laws, and take appropriate steps to prevent modern slavery in their own operations and supply chains.

Our supplier management approach includes proportionate due diligence, contractual expectations, review of supplier performance and escalation where concerns are identified. We may request additional information from suppliers where risk indicators arise, including in relation to labour practices, use of agency workers, subcontracting and compliance with employment and immigration requirements.

Responsibility for oversight is shared across relevant business functions, including audit and compliance, human resources, procurement, operations and senior management.

Training

We provide appropriate training and awareness to relevant employees so they understand modern slavery risks, how those risks may arise in our sector, and how to report concerns. Training and communications are reviewed periodically and may be targeted to employees involved in recruitment, supplier management, operations, compliance and management oversight.

Our effectiveness in combating slavery and human trafficking

We assess the effectiveness of our approach through a combination of management review, supplier oversight, review of reported concerns, completion of relevant training, internal compliance activity and review of any identified risk indicators or incidents. During the reporting period, we continued to focus on maintaining awareness, strengthening supplier expectations and ensuring concerns can be escalated through appropriate channels. We will continue to review and improve our approach during 2026, including through periodic review of policies, training, supplier due diligence and reporting arrangements.

This statement has been approved by the board of directors of EFM Fleet Services Limited and is signed on its behalf by a director.

Signed by: ....M Egerton..... Position: ...Managing Director..

Signature: ..... Date: ....12/08/2026....