

SLAVERY & HUMAN TRAFFICKING ANNUAL STATEMENT ANNUAL STATEMENT - YEAR TO 31ST DECEMBER 2025

Introduction

This statement is made in accordance with section 54 of the Modern Slavery act 2015 and sets out steps that Chassis Cab Ltd have taken and continue to take, to ensure that modern slavery and human trafficking are not taking place within our business or supply chains.

This statement is for the financial year ended **31st December 2025** and will be issued by January (**2026**)

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

Chassis Cab Ltd operates a zero-tolerance policy towards modern slavery and is committed to acting ethically and with integrity in all business relationships.

Overview of Business Structure & Supply Chains

Chassis Cab Ltd is East Anglia's DAF Main Dealer, operating from the following four sites.

- ❖ **Ipswich** – Sales, Servicing, Parts and Roadside Assistance Support
- ❖ **Bury St Edmunds** – Servicing, Parts and Roadside Assistance Support
- ❖ **Newmarket** – Servicing, Parts and Roadside Assistance Support
- ❖ **Cambridge** – Servicing, Parts and Roadside Assistance Support

Chassis Cab Ltd is dedicated to promoting business through best practise and the consideration of social, ethical and environmental responsibilities.

We regularly review our approved suppliers and sub-contractors. These reviews include confirmation that modern slavery or human trafficking is not present within their operations or supply chain.

Country of Operation and Supply

Chassis Cab Ltd operates solely within in the United Kingdom. Approximately 95% of our suppliers are UK-based.

SLAVERY & HUMAN TRAFFICKING ANNUAL STATEMENT ANNUAL STATEMENT - YEAR TO 31ST DECEMBER 2025

Relevant Policies & Procedures

Chassis Cab Ltd is committed to implementing and maintaining effective systems and controls to prevent modern slavery in its business and supply chains. These controls are audited periodically.

Our recruitment processes are transparent and approved by relevant Line Managers and Directors. Robust identity checks are carried out, and all employees are paid directly, in full and in accordance with legalisation.

All new employees complete a comprehensive induction programme, which includes familiarisation with Company policies, procedures and the Employee Handbook. This covers employee welfare, reporting concerns and whistleblowing arrangements. These documents are accessible via the Company intranet.

Due Diligence Processes

Chassis Cab Ltd maintains a preferred supplier list and operates a supplier approval process. Due diligence is conducted before any supplier is approved.

Subcontractors undergo rigorous assessment to ensure they meet Company standards for competence, certification, insurance, and industry best practice.

All suppliers are required to confirm that their business operations comply with the Modern Slavery Act. As part of contractual arrangements, suppliers must confirm that they:

1. Have taken steps to eradicate modern slavery within their business
2. Hold their own suppliers accountable regarding modern slavery
3. Pay employees at least the National Minimum Wage or National Living Wage, where applicable
4. Acknowledge that contracts may be terminated immediately should any instance of modern slavery be identified

Risk Management Process

Details of the due diligence undertaken by Chassis Cab Ltd on new suppliers and when reviewing existing suppliers includes the following processes:

The supply chain is mapped to assess a particular product or geographical risks.

The evaluation of modern slavery and human trafficking risks of each new supplier is carried out as part of the supplier evaluation of new suppliers. Preferential suppliers are given priority on the purchasing system as they are able to meet all of our criteria.

Sub-contractors are also subject to rigorous checks to ensure that they meet our criteria and are able to demonstrate that they carry the relevant insurances; certification and that their staff are competent for the task in hand.

SLAVERY & HUMAN TRAFFICKING ANNUAL STATEMENT ANNUAL STATEMENT - YEAR TO 31ST DECEMBER 2025

Training

Chassis Cab Ltd provides training to staff involved in procurement and contract management to help them identify and respond to risks of modern slavery.

Training includes:

1. Identifying warning signs, such as unrealistically low pricing, tight deadlines, or labour paid below legal standards
2. Assessing modern slavery risks across business operations
3. Recognising indicators of slavery or human trafficking and escalating concerns
4. Understanding corrective actions, supplier engagement and escalation procedures

Employees are given awareness training against our policy requirements.

We also require our business partners to provide training to their staff, suppliers and providers.

Our Performance Indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and or human trafficking is not taking place within our business or supply chain if there no adverse findings to the due diligence and risk management process.

Actions to be addressed before December 2026

1 Training Key Personnel

We will regularly conduct training for staff authorised to make purchases so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

[Refresher poster to be developed to remind key personnel / purchasing employees on the signs to look out for and how to respond.](#)

Approval for This Statement

This statement has been approved by the Board of Directors as identified below and will be updated annually



Robert Baxter
Managing Director

January 2026