

# Modern Slavery and Human Trafficking Statement

Apex Rental PLC accepts that they have, with everyone else a responsibility to combat slavery and human trafficking in the global society. We take our responsibilities very seriously to ensure positive labour standards across all of our supply chains. We have zero tolerance to slavery and human trafficking and we expect all those in our supply chains and contractors to comply with our values.

## OUR ORGANISATIONAL STRUCTURE

Apex Rental PLC supplies short and long-term vehicle rental solutions to consumers and businesses. The two Directors are closely involved in the day-to-day running of the business.

## SUPPLY CHAINS

Our supply chains include sourcing vehicles from vehicle manufacturers, general purchasing supply contracts, outsourcing contracts, vehicle supplier subcontractors, agencies and franchisees.

## OUR POLICIES 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. Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

Have policies in place to ensure that suppliers and subcontractors are capable of meeting our requirements via initial evaluation and thereafter continual monitoring and review

Seek to establish and maintain longstanding relationships with suppliers and subcontractors, and make clear our expectations and values.

Staff are expected and instructed to report any concerns they have regarding this policy and management are expected to act upon them.

### We have in place systems to:

Identify and assess potential risk areas in our supply chains

Mitigate the risk of slavery and human trafficking occurring in our supply chains

Monitor potential risk areas in our supply chains

We provide training to our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business

Encourage employees and contractors to report instances of non-compliance or concern and to protect whistle blowers

## APPROVAL

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and has been approved by the Board of Directors.

This statement constitutes Apex Rental PLC Slavery and Human Trafficking statement for the financial year ending 31st October 2021.

Roland Standley MD

Apex Rental PLC