Scot Group Limited - including all associated subsidiaries (the "Company")

SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR ENDING 31 MARCH 2024

REVIEWED

2 September 2024

Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31st March 2024.

Introduction

Slavery and human trafficking is a serious challenge within our global society. We all have a responsibly to be alert to the risks, however small, in our business and in our wider supply chain. Scot Group Southern limited and its subsidiary undertakings (as defined in s.1162 Companies Act 2006) are committed to eradicating the risk of modern slavery from our business and supply chain. Our Anti-slavery policy reflects our commitment in terms of implementing and enforcing effective procedures and controls to minimise the risks of human trafficking and other modern slavery practices infiltrating our business operations or supply chains, ensuring we are always acting ethically and with integrity in all our business activities and relationships. We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards.

Our Organisational Structure and Operations

Scot Group Southern Limited is the holding company of Scot Group Limited. Scot Group Limited trades as Thrifty Car and Van Rental which is the largest privately owned vehicle rental company in the UK.

Our Supply Chains

Scot Group expects its supply chain and contractors to comply with its zero-tolerance policy on modern slavery. We ensure that our suppliers are aware of our policies and take appropriate measures to ensure that our suppliers adhere to the same high standards.
The Board of Directors are responsible for compliance in their respective departments and for their supplier relationships.

Risk Assessment

For each of our suppliers we have assessed and continue to monitor the potential risks of modern slavery and categorised those areas that fall under the scope of our Modern Slavery policy.

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

- All recruitment is managed through our centralised recruitment team, ensuring corporately we know the background of each employee. Payroll service is also managed centrally, ensuring we have a salary payment structure that is entirely compliant with UK legislation.

- Where possible we build long standing relationships with local and national

suppliers and make clear our expectations of business ethics through our Company Values and our Employee Code of Conduct

- We have in place systems and training to encourage the reporting of concerns and the protection of whistle blowers. We monitor and report on completion of the Modern Slavery training

Staff Training

To ensure an appropriate level of understanding of the risks of modern slavery and human trafficking in our supply chains, training is provided to staff as relevant via our online training platform. We also make specific provision in our whistleblowing policy for the protection of those who whistle-blow in relation to an issue of modern slavery.



Martin Wilson
Managing Director
Scot Group Limited
September 2024