

Modern Slavery and Human Trafficking Statement

Introduction

Modern slavery is a heinous crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery.

At CAT UK, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. This statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business and to implement steps to prevent slavery and human trafficking during the financial year 2020/21.

Our business and supply chains

CAT UK Services, a Groupe CAT company, is an award-winning automotive logistics services provider based in the UK, supplying specialist finished vehicle logistics, fleet and compound management services for new and used, passenger and commercial vehicles. We have been providing these services at various UK sites since 1986.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and induction procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references.

We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Risk assessment

In the past year, we conducted a risk assessment of our organisation, taking into account:

- The business services rendered by the suppliers
- The presence of vulnerable demographic groups
- A news analysis and the insights of labour and human rights groups

This assessment has been taken into account, and will continue to determine our response and the risk controls that we implement.

Policies

CAT UK operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- *Whistleblowing Policy* - we encourage all employees, customers and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.

- *Code of Conduct and Ethics*- our code encourages employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.
- *Purchasing Code* - we have updated our Purchasing Code and supplier contracts to make explicit reference to slavery and human trafficking.

Supplier due diligence

CAT UK conducts due diligence on all new suppliers during selection and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services
- Auditing the suppliers, and their health and safety standards, labour relations and employee contracts
- Requiring improvements to substandard employment practices
- Sanctioning suppliers that fail to improve their performance in line with our requirements

We require all suppliers to attest that:

- They don't use any form of forced, compulsory or slave labour
- Their employees work voluntarily and are entitled to leave work
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment
- They don't require employees to post a deposit/bond and don't withhold their salaries for any reasons
- They don't require employees to surrender their passports or work permits as a condition of employment

This statement covers 1 April 2021 to 31 March 2022 and has been approved by the board of CAT UK.

Signed on behalf of CAT UK,

Stuart Warren
Managing Director UK
Groupe CAT UK