

## **Modern Day Slavery and Human Trafficking Statement**

**Dennison Trailers Limited believe that modern day slavery and abuses of human rights are abhorrent and will not condone any such activity either directly or within our supply chain.**

In accordance with the obligations placed on our company by the Modern Slavery Act, we can confirm that we believe in the following and run our business operations and supply chain based on the following principles.

### **Free Movement , Legal Wage's and Fair procedures.**

All employees and our supplier's employees will be employed under the laws of the United Kingdom or a European Union country where there is freedom of labour, a statutory wage and fair employment procedures.

### **Non UK or EU Nationals**

All employees from outside the UK or EU will only be employed where it is legal and in accordance with the immigration procedures as established by the various government departments in either the UK or other European Union country. As major commercial trailer manufacture, our Supply chain is predominantly UK based (including subsidiaries of the main European component manufacturers), and some local smaller operators.

### **Procedures in relation to Modern Day Slavery.**

### **Staff Awareness and Training**

Our own staff will be made aware of the issues of Modern Day Slavery and be vigilant for potential suppliers offering goods at massively reduced prices, manufactured in country outside the EU, offered from an agency in the UK which might highlight very low wage structures, a heavy reliance on numbers of employees in low wage economies, companies with a high number of non UK staff employed in the UK,.

### **Audit**

As part of our supply chain assessment, we will conduct a survey of a number of our suppliers annually in relation to their employment practices and review their pricing etc to see if there are any issues of concern.

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### **Whistleblower and industry Rumours**

Our staff will be made aware to be vigilant for rumours of questionable employment practices and wage rates among potential suppliers and within our current supply chain, any staff member or member of the public can contact our operations manager, Mr Derek Buckley with any concerns and he will elevate the issue to the Board of directors for appropriate action.

### **Employment Agencies and contract staff**

We will only use UK employment agencies for the sourcing of direct employees. Currently our policy is to only use direct employees.

### **Transparency**

This policy will be displayed in our business premises and on our website also.

### **Approval**

This policy has been adopted by the Board of directors of Dennison Trailers Limited and will be reviewed annually.

### **Signed**



Aidan Kinsella

Group Chief Executive

17<sup>th</sup> January 2023