

Adept Vehicle Solutions Ltd
Modern Slavery and Human Trafficking Statement

1st April 2025

Introduction

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year April 1st 2024 to April 1st 2025.

The statement sets down Adept Vehicle Solutions Ltd commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. Staff are expected to report their concerns and management to act upon them.

Organisational structure and supply chains

This statement covers the business activities of Adept Vehicle solutions Ltd which are as follows:

Adept Vehicle Solutions Ltd t/a Adept Vehicle Management operates in three divisions – Adept Fleet Management, Adept Vehicle Rental, Adept Procurement.

The Company currently operates in the following countries:
United Kingdom

As a business controlled by its Board of Management we continue to assess our employment objectives to relation to modern slavery or human trafficking:

[High Risk Activities

The following activities are considered to be at high risk of modern slavery or human trafficking: Drivers, Car Cleaners, Fleet Administration.

Responsibility for the Company's anti-slavery initiatives is as follows:

- 1.1 **Mark Pedley** is responsible for creating and reviewing policies.
- 1.2 Risk assessment is responsible for risk assessments in respect of human rights and modern by a process of reviewing salaries in line with Government minimum wage, weekly employee 121 with line manager, staff recruitment objectives.
- 1.3 **Mark Pedley** is responsible for due diligence in relation to known or suspected instances of modern slavery and human trafficking.

Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Company requires all line manager to carry out annual CPD accredited Modern Slavery Training Course via iHasco online course. This is reviewed monthly via our Board of Management (BOM) meetings.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations.

- 2.1 **Whistleblowing policy:** the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- 2.2 **Code of Conduct;** The Code of Conduct sets down the actions and behavior expected of employees when representing the Company.
- 2.3 **Corporate Social Responsibility (CSR) Policy.** The Company's CSR policy summaries how we manage our environmental impacts and how we work responsibly with suppliers and local communities.

Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes a supplier service level agreement. Adept builds long-standing relationships with suppliers and they make clear their expectations of business partners by evaluating the modern slavery and human trafficking risks of each current and new supplier. We will invoke sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationships.

Performance indicators

The Company uses the following key performance indicators (KPIs) to measure how effective we are in ensuring slavery and human trafficking is not taking place in any part of our business or supply chains including use of labour monitoring and payroll systems.

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary by Adept BOM. The BOM endorses this policy statement and is fully committed to its implementation.

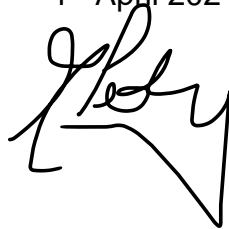
This Modern Slavery and Human Trafficking Statement has been approved and authorised by:

Name: Mark Pedley

Position: Managing Director

Date: 1st April 2024

Signature:

A handwritten signature in black ink, appearing to read 'M Pedley', written over a horizontal line.