

Martin Williams (Hull) Ltd Modern Slavery and Human Trafficking Policy

1. About Martin Williams (Hull) Ltd

Martin Williams (Hull) Ltd is one of the UK's leading providers of commercial and specialist vehicle services, incorporating Body Build, Accident Repair, Paint and Maintenance divisions, covering a diverse range of market sectors ranging from industry and commerce to the UK government, law enforcement and defence.

We support good relationships between employers and employees which underpin business success.

2. Policy Statement

Martin Williams (Hull) Ltd is committed to conducting its business with the highest standards of ethical behaviour and integrity. We have a zero-tolerance approach to modern slavery and human trafficking in all its forms, including forced labour, child labour, human trafficking, and any form of exploitation. This Modern Slavery Policy outlines our commitment to preventing modern slavery in our supply chains and operations, ensuring that our practices align with the Modern Slavery Act 2015 (UK) and other applicable local and international legislation.

3. Purpose and Scope

The purpose of this policy is to outline how we will address modern slavery within our business operations and supply chains. The scope of this policy applies to all employees, contractors, suppliers, and any third parties engaged by Martin Williams (Hull) Ltd.

This policy covers:

- Prevention of modern slavery within our business.
- Prevention of modern slavery in our supply chain.
- Monitoring and auditing of our business and supply chain practices.
- Provision of training and support to staff on recognizing and addressing modern slavery.

4. Definition of Modern Slavery

Modern slavery is an umbrella term that includes:

- **Slavery:** The condition where one person has ownership or control over another person, denying them their freedom.
- **Servitude:** A condition in which a person is forced to work against their will, often with limited freedom and rights.
- **Forced or compulsory labour:** Work or service which is exacted under the threat of punishment and for which the person has not offered themselves voluntarily.
- **Human trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons through the use of force, fraud, or deception for the purpose of exploitation.

5. Commitment to Preventing Modern Slavery

Martin Williams (Hull) Ltd is dedicated to taking all reasonable steps to ensure that modern slavery does not exist in our supply chains or operations. This commitment includes:

- Conducting due diligence and risk assessments on new and existing suppliers to ensure they comply with anti-slavery laws and ethical standards.
- Ensuring our employees, contractors, and suppliers adhere to ethical recruitment practices.
- Promoting transparency within our supply chain and ensuring that suppliers understand our commitment to eradicating modern slavery.
- Taking remedial action in the event that modern slavery is identified in our operations or supply chain.

6. Supply Chain Due Diligence

We will undertake the following steps to monitor, assess, and address the risk of modern slavery within our supply chain:

- **Supplier Code of Conduct:** We will ensure that all suppliers and business partners adhere to our Supplier Code of Conduct, which includes provisions prohibiting modern slavery and child labour.
- **Supplier Audits:** Regular audits and assessments will be conducted to assess the compliance of suppliers with our ethical and legal standards, including the prohibition of modern slavery.
- **Contractual Obligations:** All suppliers will be required to comply with the relevant modern slavery legislation. Contracts will include clauses that require suppliers to confirm that they do not use forced or bonded labour.
- **High-Risk Areas:** We will identify and assess high-risk areas within our supply chain where the likelihood of modern slavery may be higher and will implement additional safeguards in these areas.

7. Employee Training and Awareness

Martin Willias (Hull) Ltd will provide training for all employees, particularly those involved in procurement, human resources, and supply chain management, to ensure they are aware of the risks of modern slavery and can recognize the signs of exploitation. Training will cover:

- An understanding of modern slavery and human trafficking.
- How to identify the indicators of modern slavery.
- The procedure for reporting suspected modern slavery within our operations or supply chain.
- How to manage and mitigate the risks of modern slavery in their respective roles.

8. Reporting and Whistleblowing

We encourage all employees, contractors, and suppliers to report any concerns or suspicions about modern slavery. Any such reports can be made confidentially through our whistleblowing procedure, which protects whistleblowers from retaliation.

If you suspect that modern slavery exists within our company or supply chain, please report the matter to the Compliance Officer.

9. Monitoring and Enforcement

Martin Williams (Hull) Ltd is committed to ensuring compliance with this policy. We will regularly review and monitor the effectiveness of our policies and practices to ensure we are addressing the risk of modern slavery and taking appropriate corrective action when necessary.

If a supplier or contractor is found to be in breach of this policy, we will take appropriate action, which may include termination of contracts or business relationships.

10. Responsibility

The overall responsibility for the implementation and monitoring of this policy lies with our Compliance Officer. All senior management are expected to lead by example and demonstrate a commitment to ensuring that modern slavery is not part of our business practices.

11. Review

This policy will be reviewed annually or more frequently if required, to ensure that it remains relevant and effective in preventing modern slavery in our operations and supply chains. Any changes to the policy will be communicated to employees, suppliers, and other relevant stakeholders.

12. Conclusion

Martin Williams (Hull) Ltd is committed to maintaining a business environment where human rights are respected, and modern slavery is not tolerated. We are dedicated to ensuring that all individuals working within our operations or supply chains do so under fair and ethical conditions, free from exploitation.

Signed:



Nick Williams

Director

04/01/2024