

Mitchell Diesel Limited welcome the Modern Slavery Act 2015 ('the Act'). The purpose of the Act is consistent with our values, of integrity and our desire to exercise the highest standards of ethical behaviour in our relationships. This statement is made and published in accordance with s54 of the Act and is a statement of the steps that our organisation has taken during the financial year to 31st March 2023 to ensure that slavery and human trafficking is not taking place (i) in any of our supply chains and (ii) in any part of our own business.

### Company Responsibility

1. All employees are employed upon terms that are in accordance with applicable UK legislation
2. We supply a secure and safe working environment, provide development and career opportunities for all employees.
3. We compensate employees fairly, treat each with respect and help employees reach their potential.
4. All employees are required to read, understand, and comply with this statement and provide proof of doing so.
5. Checks are carried out in accordance with **The immigration Asylum and Nationality Act 2006, Section 15-25** prior to commencement of employment as per the Home Office Guidance "An Employers Guide to Right to Work Checks"
6. Copies of employee information is retained for 3 years from the employee termination date
7. As per the company risk assessment, training on this statement is provided on induction for all employees and training updates are conducted as required
8. Prevention, detection, and reporting of modern slavery in either our business or our supply chains is the responsibility of all working for us or under our control. Therefore employees are required to avoid any activities that may be considered a breach of this statement.
9. Any breach of this statement may result in disciplinary action and potentially dismissal.

### Supply Chains

1. Contractors, suppliers, or any other provider on behalf of us will have their relationship with the company terminated if they are considered as breaching this policy.
2. Our zero-tolerance approach to modern slavery in our business and supply chains must be communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.
3. We value the trusted and long-term relationships we have within our supply chain, and we expect our supply chain to adhere to and support our values. We endeavour to work with our supply chain in a collaborative, open and transparent way and will never knowingly deal with or support any businesses who are involved with human slavery or trafficking. We check suppliers' compliance to ensure our supply chains are compliant with this statement.