

Prevention of Modern Slavery

Mitchell Diesel Limited welcomed the introduction of 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 2021 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. We have continued to review our policies and procedures and will take any further steps, in our forthcoming financial year to 31st March 2022, which we consider appropriate to ensure slavery and trafficking activities are not present in our business and our supply chain.

All our UK employees are employed upon terms that are in accordance with applicable UK legislation. We aim to provide a secure and safe working environment, provide development and career opportunities, compensate employees fairly, treat employees with respect and help employees achieve their maximum potential.

We shall continue to review our own policies and procedures over the next financial year and take such further appropriate steps to ensure slavery and trafficking are not present in our supply chain or in any part of our own business.

All employees must ensure that they read, understand and comply with this statement. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All employees are required to avoid any activity that might lead to, or suggest, a breach of this statement.

Relevant data will be collected in line with the employee handbook and to enable the business to carry out checks in relation to the employees right to work in the UK in accordance with sections 15-25 of The Immigration, Asylum and Nationality Act 2006. The documents required are confirmed in the original offer letter and comply with the requirements set out in the Home Office guidance 'An Employers Guide to Right to Work Checks'. Copies of all documents are retained for 3 years after the employee has left the business.

Training on this statement, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us and regular training will be provided as necessary.

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.

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.



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Title: Prevention of Modern Slavery Statement

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Approved by the Directors of Mitchell Diesel Limited on 19th April 2021