



**MAN TRUCK &  
BUS UK LIMITED  
ANTI- SLAVERY  
STATEMENT AND  
ANTI-SLAVERY  
POLICY**



**MAN TRUCK AND BUS UK LIMITED**

**ANTI-SLAVERY STATEMENT**

1. MAN Truck and Bus UK Limited (“**MTBUK**”) is a wholly owned subsidiary of MAN Truck & Bus SE and is engaged in the UK in the sale of trucks, vans, buses and coaches and their component and spare parts, and in the provision of warranty, repair, maintenance and other services for MAN Vehicles and MAN Components.



2. MTBUK engages in supply chain relationships with numerous third-parties. During the course of the last year, MTBUK has proactively reminded employees of their own responsibilities, as well as the rights of all third-parties, in accordance with the Modern Slavery Act 2015.

3. MTBUK will:

- continue to honour its responsibilities under the Modern Slavery Act 2015; and
- further maintain a process by which we aim to ensure that slavery, servitude, forced or compulsory labour and human trafficking do not feature within the scope of the goods, works and services which we provide, in full conjunction with the MTBUK Anti-Slavery Policy at Appendix A to this Statement.

This **ANTI – SLAVERY STATEMENT** is signed

**FOR AND ON BEHALF OF MAN TRUCK AND BUS UK LIMITED**

By <b>THOMAS HEMMERICH</b> Managing Director	By <b>CATHERINE BROWN</b> Head of Human Resources
Signature: 	Signature: 
Date: 30.6.2020	Date: 30.6.2020



## APPENDIX A

### MAN TRUCK & BUS UK LIMITED – ANTI- SLAVERY POLICY

#### 1. INTRODUCTION

As part of the worldwide **MAN** group of companies, MAN Truck and Bus UK Limited (**MTBUK**) takes its corporate social responsibility obligations very seriously.

In the 21<sup>st</sup> century, slavery and human trafficking presents a particular challenge for all modern corporate businesses. It has become a highly organised, complex and multi-faceted crime and tackling it effectively requires all of us to play a part.

The Modern Slavery Act 2015 (**MSA**) recognises the important part businesses can and should play in tackling slavery and human trafficking - and encourages them to do more. The sanctions for failing to comply with the MSA are potentially very severe.

At a more fundamental level, actively *preventing* such exploitation, is not only the right thing to do – it also makes good business sense because it underlines our commitment to socially responsible trading practices and thereby enhances MTBUK's reputation.

#### a. **WHAT IS 'SLAVERY'?**

The Modern Slavery Act (**MSA**) 2015 covers four particular types of activity:

<b>'Slavery'</b>	Which typically comprises exercising powers of ownership over a person.
<b>'Servitude'</b>	For example, where an obligation to provide services is imposed by the use of coercion.
<b>'Forced or compulsory labour'</b>	Including where work or services are exacted from a person under the menace of any penalty and for which the person has not offered themselves voluntarily.
<b>'Human trafficking'</b>	Any activity which comprises arranging or facilitating the travel of another person with a view to their exploitation.

This policy covers all four activities. In what follows:

- the expression **'slavery'** is used to relate all four of those activities;



- the expression '**colleague**' is used to relate to all individuals providing works or services for us (whether as an employee, directly engaged by MTBUK' or any other type of worker, including any resourced through a third party employer of agency).

#### **b. IDENTIFYING SLAVERY / AREAS REQUIRING PARTICULAR ATTENTION**

The following key signs could indicate that someone may be a victim of slavery:

- The person is not in possession of their passport, identification or travel documents.
- The person is acting as if they are being instructed or coached by someone else.
- The person is withdrawn or appears frightened.
- The person does not seem to be able to contact friends or family freely.
- The person has limited social interaction or contact with people outside their immediate environment.

This list is **NOT** exhaustive.

Equally, a person may display a number of the indicators set out above - but may not necessarily be a victim of slavery. Often, an awareness of the person's circumstances may indicate that something is wrong.

#### **c. ACTION POINTS**

In our attempts to combat the particularly insidious activity that slavery represents, the Directors of MTBUK have agreed to implement the following **ACTION POINTS**.

## **2. DIRECTORS OF MTBUK**

The **DIRECTORS** will:

- Make a clear annual **ANTI-SLAVERY STATEMENT**. We will make this statement through the publication of this policy and any which replaces it.
- Review our **ANTI-SLAVERY POLICY** regularly.
- Be clear about our Recruitment Policy.
- Aim to ensure that any improper conduct observed within supply chains is reported in accordance with the terms of the reporting procedure.
- Respond appropriately if they are told something that might indicate exploitation.



### **3. EMPLOYEES OF MTBUK**

In accordance with such guidance as has been provided with the company, MTBUK employees must:

- Observe this policy and support our **ANTI-SLAVERY STATEMENT**.
- Remain alert to indicators of slavery.
- Follow our reporting procedure if they suspect someone (a colleague or someone in our supply chain) is being controlled or forced by someone else to work or provide services.
- Tell us if you think there is more we can do to prevent people from being exploited.

### **4. SUPPLY CHAINS**

MTBUK will not tolerate any form of exploitation, and will immediately follow the procedures outlined within this Policy in the event that any evidence of slavery, human trafficking or exploitation is observed within any of our supply chains, or any of the companies with which we do business.

### **5. RECRUITMENT**

#### **a. RECRUITMENT OF WORKERS THROUGH AGENCIES**

If, through the recruitment of workers through agencies, we suspect someone is being exploited, all MTBUK directors and employees must follow our reporting procedures. In all cases, MTBUK must only use approved, specified and reputable recruitment agencies. To ensure the potential for slavery and human trafficking is reduced as far as possible, we intend to thoroughly check all recruitment agencies which we engage before maintaining their entry on, or adding them to, our list of approved suppliers. This will include:

- ensuring the workers it provides have the appropriate paperwork (e.g. work visas); and
- ensuring the agency provides assurances that the appropriate checks have been made on the person they are supplying.

#### **b. RECRUITMENT OF STAFF**

If, through our own internal staff recruitment process, we suspect someone is being exploited, all MTBUK directors and employees must follow our reporting procedures. In all cases, MTBUK will:



- Ensure all staff have a written contract of employment.
- Ensure staff are legally able to work in the UK.
- Obtain the names and addresses of our staff (**NOTE**, this is because a number of people listing the same address may indicate high shared occupancy, often a factor for those being exploited).
- Provide information to all new recruits on their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

## 6. REPORTING SLAVERY

Not all victims may want to be helped. Indeed, there may be instances where reporting a suspected slavery or trafficking case puts the potential victim at risk. If you are not sure or if you think that someone may be in immediate danger, including as a suspected victim of slavery, you should consider alerting the authorities, by calling 999, straightaway. In all less urgent cases, please raise and discuss any issues regarding any (including any potential or suspected) slavery related matters (as soon as possible) with the following key contacts and who will discuss and suggest a course of action and provide further advice.



## 7. KEY CONTACTS

TYPES OF SLAVERY CONCERN	NAME / STATUS:	TEL:	EMAIL:
During <u>any INTERNAL OR EXTERNAL HR</u> activity.	Catherine Brown – Head of HR	Office: +44(0)1793 448201 Mobile: +44(0)7721 128892	<a href="mailto:Catherine.Brown@man.eu">Catherine.Brown@man.eu</a>
By a <u>CUSTOMER</u> of MTBUK, or during <u>any SUPPLY CHAIN</u> activity.	Thomas Hemmerich – Managing Director	Office: +44 (0)1793 448123 Mobile: +44 (0) 7710 036243	<a href="mailto:Thomas.Hemmerich@man.eu">Thomas.Hemmerich@man.eu</a>



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