



Modern Slavery Statement 2019

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that JDS Trucks Limited and its parent company, Rimape Limited, has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. JDS Trucks Limited and Rimape Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Structure, business and supply chain

JDS Trucks Limited is an authorised distributor and repairer for Renault Trucks and Isuzu Trucks UK Limited selling their entire range of large vans to heavy good vehicles and providing workshop and spare parts support to customers with most of its business being related to Renault Trucks. JDS Trucks Limited operates solely in the United Kingdom from three sites and has approximately 100 employees.

Renault Trucks is a member of Volvo Group, one of the world's leading manufacturers of trucks, buses and construction equipment with sales of around Euro 40 billion. Volvo Group is a publicly held company headquartered in Sweden employing around 105,000 people with 66 production facilities in 18 countries around the world selling its product in more than 190 markets. The Volvo Group has around 51,000 Tier 1 suppliers with 62% located in Europe, 26% in North America, 7% in Asia-Pacific and 4% in South America. The supply chain is complex and there are often several tiers of suppliers between the manufacturing entities and suppliers of raw material.

Rimape Limited is a property holding company and holds a 100% stake in JDS Trucks Limited and its entire income is derived from the activities of its subsidiary.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

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3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of Business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

Our suppliers

Due to the nature of our business and the supply of vehicles and spare parts that are exclusively derived from Renault Trucks and Isuzu Trucks UK we rely on their policies, procedures and Codes of Conduct to ensure that we are compliant with the Act as it is not possible for us to directly review and confirm compliance of their supply chain. Renault Trucks and Isuzu Trucks UK have been assessed as medium risk suppliers. Other UK suppliers are assessed as being low risk.

Volvo Group have confirmed the following:

1. That they have been a signatory to the United Nations Global Compact since 2001
2. Since 1996 their sustainable purchasing programme has consistently increased supplier requirements relating to environmental issues, business ethics and human rights
3. That they operate a global Supplier Code of Conduct updated in 2019 which includes, amongst other things, principles on human rights and social justice and zero tolerance to child and forced labour and is an integrated part of their standard supplier contracts,
4. That have carried out a risk analysis to identify the highest risks of forced labour and human trafficking in their operations value chain
5. That they completed human rights reviews in South Africa in 2018 and Mexico in 2019. No issues relating to modern slavery were identified in connection with these reviews. In 2018 social audits of selected suppliers in China, India and South Africa were completed. Adverse findings typically related to poor emergency preparedness, working hours and insufficient rest times. Corrective action plans were agreed with relevant suppliers and are being monitored.
6. In 2018 they implemented a Conflict Minerals programme and became a member of the Responsible Minerals Initiative. These tackle human rights related risks at the bottom of the supply chain.

Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

We confirm no such reports have been received during 2019.



Approval for this statement

This statement has been approved by the Board of Directors and applies for the period 1 January 2019 to 31 December 2019

A handwritten signature in black ink, appearing to read 'M. Griffiths', with a long, sweeping horizontal stroke extending to the right.

Mark Griffiths
Managing Director
March 2020