

# Modern Slavery Policy

Financial Year 2022 - 2023

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## 1. STATEMENT FOR FINANCIAL YEAR 2022-2023

VMS (Fleet Management) Ltd is committed to doing business fairly and ethically and supports the aims of the Modern Slavery Act 2015.

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that VMS (Fleet Management) Ltd 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. VMS (Fleet Management) Ltd has a zero-tolerance approach to any form of slavery. We are committed to acting ethically, with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of slavery taking place within the business or our supply chain.

## 2. ORGANISATION'S STRUCTURE

VMS (Fleet Management) Ltd was formed in 2002, the VMS group is privately owned and operated and has 13 national sites, with the Head Office situated in Stevenage, Hertfordshire and a 24/7/365 operations centre in East Anglia, supported by our own mobile services teams and national network or repair centres.

We provide a range of services including accident and vehicle management, full range of contract hire and fleet management solutions, together with a wide range of support services.

At VMS, we take ownership of every part of the management process, ensuring a truly unique and bespoke service to our customers, which we believe, is unrivalled in the fleet industry today.

VMS (Fleet Management) Ltd had an annual turnover of circa £69m for 2022.

## 3. OUR SUPPLY CHAIN

Our supply chain provides us with vehicles, from cars to specialist vehicles, vehicle consumables and maintenance support services



## 4. OUR POLICIES

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have a number of policies in place within our business and annual declarations from our supply chain to ensure compliance and to combat modern slavery. The relevant policies are outlined below:

- Anti Slavery and Human Trafficking Policy
- New Supplier Process, Forms and Checks
- Annual Supplier Declarations
- Anti-Bribery & Corruption Policy
- Equal Opportunities Policy

We carry out thorough due diligence in the following ways, by communicating policies to our staff and suppliers where possible, we build long standing relationships with our supply chain and ensure our expectations of business behaviours are understood and that robust checks for all new suppliers are in place and carried out.

## 5. SUPPLIER AUDITS AND ANNUAL DECLARATIONS

Thorough supply chain due diligence thorough investigation of any issues/concerns raised systems in place to encourage the reporting of any concerns and the protection of whistle blowers. Tracking, monitoring and preventing the risk of occurrence through diligent management. Use of supporting HR and recruitment companies as a third-party check of our recruitment and personnel policies

## 6. TRAINING

Our employees and our supply chain are made aware of the risks of modern slavery and human trafficking through the distribution of our related policies.

Our Effectiveness in Combating Slavery and Human Trafficking

We ensure our effectiveness in the following ways:

- Preparing the annual statement
- Checks and audits within our systems
- Checks of our payroll system
- Annual supplier declarations and audits where applicable



- Depot audits
- Staff training

## 7. ADHERENCE

We have zero tolerance to slavery and human trafficking, and we expect all those in our supply chain and contractors to comply with our values.

The Company will not knowingly support or deal with any business or organisation that is involved in slavery or human trafficking.

If an employee or associate suspects there is an issue in our Company or our supply chain they must alert this to the attention of their manager as soon as possible so that this can be recorded and thoroughly investigated.


Employees have a duty to familiarise themselves with this policy and to adhere to the terms set out within this document.



## DOCUMENT CONTROL

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**Signature** 

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