

## **INTRODUCTION FROM THE MANAGING DIRECTOR**

We are committed to improving our practices to combat slavery and human trafficking.

## **ORGANISATION'S STRUCTURE**

We are a provider of vehicle rental services and mobility solutions. We are the parent company of the Europcar Mobility Group UK (UK Group). Europcar UK Limited is the ultimate parent company of a wholly owned subsidiary Europcar Group UK Limited. The UK Group has its head offices and rental stations/trading locations in the UK.

The Group has a global annual turnover in excess of £36 million.

## **OUR BUSINESS**

Our business is organised into 7 functions: Finance, Fleet, RCM, HR, Legal, Operations and Sales & Marketing.

## **OUR SUPPLY CHAINS**

Our supply chains include sourcing vehicles from vehicle manufacturers, general purchasing supply contracts, outsourcing contracts, vehicle supplier subcontractors, agencies and franchisees.

## **OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING**

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. Our Modern Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of our initiative to identify and mitigate risk we:

- have policies in place to ensure that suppliers and subcontractors are capable of meeting our requirements via initial evaluation and thereafter continual monitoring and review;
- strive to build longstanding relationships with suppliers and subcontractors and make clear our expectations and values

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Encourage employees and contractors to report instances of non-compliance or concern and to protect whistle blowers.

#### **SUPPLIER ADHERENCE TO OUR VALUES**

We have zero tolerance to slavery and human trafficking and we expect all those in our supply chains and contractors to comply with our values. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of including general compliance provisions in supplier contracts where appropriate and writing to all suppliers requesting confirmation that they comply with our Modern Slavery and Human Trafficking Policy

We have a dedicated compliance team, which consists of involvement from Legal and Human Resources Departments.

In addition to the due diligence aspects set out above, individual business areas (Fleet, Operations, Purchasing) are required to review and carry out risk assessments in relation to Suppliers. If any concerns or areas of non-compliance are highlighted, these will be reported to the Board of Directors and/or the Compliance Officer.

#### **TRAINING**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

#### **OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING**

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Completion of supplier audits/approval/monitoring by our Support Services Team and individual business areas, including logging of all non-conformances;
- Communication with the next link in our supply chains and ensuring their understanding of and compliance with our policies and values.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2018.



**Gary Smith**  
**Director**  
**EUROPCAR UK LIMITED**

Date: 20 DEC 19