



# Modern Slavery Statement

April 2026

## Organisation

This statement applies to Fleet Operations Limited (referred to in this statement as “the Organisation”). The information included in this statement relates to the financial year ending April 2026.

## Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced labour through mental or physical threat.
- Being controlled by an employer through abuse or threat of abuse
- Being treated as property or a commodity
- Restrictions placed on freedom of movement.

## Commitment

The Organisation acknowledges its responsibilities under the Modern Slavery Act 2015 and is committed to preventing modern slavery and human trafficking within its business and supply chains.

We operate a zero-tolerance approach and are committed to acting ethically, with integrity and transparency in all business dealings.

The Organisation will not knowingly engage with any business that is involved in slavery, servitude, or forced labour. We also ensure that all employees:

- Have the right to work in the UK.
- Are paid in line with applicable employment legislation and at least the National Minimum Wage

## Organisational Structure

Fleet Operations Limited is a UK-based fleet management company providing outsourced fleet management, mobility and salary sacrifice services.

Our services include:

- Vehicle procurement and funding
- Maintenance and accident management
- Compliance and driver support
- Supplier and contract management

The Organisation operates within the UK and is part of a wider group structure as a wholly owned subsidiary of Groupe Faubourg

## Supply Chain Structure

Our supply chain includes a range of suppliers and service providers supporting fleet and mobility services, including:

- Vehicle leasing and funding providers
- Vehicle manufacturers and dealer networks
- Maintenance and repair providers
- Breakdown and recovery providers
- Technology and professional service suppliers

We expect all suppliers to comply with employment, labour, and human rights legislation and to uphold our standards in preventing modern slavery.

## Organisational Policies

The Organisation maintains policies that support ethical conduct and prevent modern slavery, including:

- Recruitment and Right to Work Procedures
- Whistleblowing Policy
- Corporate Social Responsibility Policy
- Equality and Diversity Policy
- Supplier Due Diligence Procedures
- Employee Code of Conduct

Modern slavery considerations are incorporated into our wider Corporate Social Responsibility approach.

## Assessing and Managing Risk

The Organisation considers the risk of modern slavery within its directly employed workforce to be low due to UK-based operations.

The greater risk lies within extended supply chains, particularly where services are outsourced or involve labour-intensive sectors.

We manage risk by:

- Assessing suppliers before engagement
- Monitoring performance and compliance
- Requiring adherence to employment and labour laws
- Encouraging reporting of concerns

## Due Diligence in Relation to Modern Slavery

The Organisation undertakes due diligence to ensure modern slavery does not occur in its business or supply chains, including:

- Reviewing supplier background information
- Assessing compliance with relevant legislation
- Obtaining supplier confirmation of compliance

- Reviewing supplier policies where appropriate
- Retaining the right to terminate relationships where concerns arise

All suppliers are expected to apply similar standards within their own supply chains.

## Training

The Organisation promotes awareness of modern slavery by providing training to employees, including:

- Awareness of modern slavery risks and indicators
- Responsibilities for identifying and reporting concerns.
- Operation of the Whistleblowing Policy

Additional guidance is provided to employees involved in procurement and supplier management.

## Monitoring and Evaluation

The Organisation measures effectiveness through:

- Monitoring for any substantiated incidents
- Completion of supplier due diligence activities
- Review and updating of policies.
- Employee training and awareness levels
- Investigation and resolution of concerns raised.

## Steps Taken

In accordance with Section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps:

- Implemented and maintained relevant policies and procedures.
- Embedded a zero-tolerance approach to modern slavery.
- Conducted supplier due diligence and monitoring.
- Included expectations of compliance within supplier relationships.
- Provided training and awareness to employees.
- Established reporting mechanisms through management and whistleblowing channels.
- Identified and monitored areas of higher risk within the supply chain.

The Organisation has not knowingly conducted business with any organisation involved in modern slavery.

## Modern Slavery Compliance

The UK Management Board is responsible for overseeing compliance, monitoring effectiveness, and managing any concerns raised.

## Approval

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and will be reviewed annually.

**Date of Approval:** 6 April 2026

**Signed:** *Richard Hipkiss*

**Name:** richard hipkiss

**Job Title:** Managing Director

**Date:** 6 April 2026