



## **Unipart Group of Companies Limited and its subsidiary companies (“Unipart”)**

### **Unipart Slavery and Human Trafficking Statement for the financial year ended 31 December 2017 made pursuant to the Modern Slavery Act 2015**

Unipart is a leading provider of manufacturing, logistics and consultancy services. We are a diverse organisation with a range of operations both in the UK and overseas with a common approach that we call “The Unipart Way”.

Corporate responsibility at Unipart is ingrained in our culture and is woven into the philosophy and values that are at the heart of our organisation and underpin everything that Unipart does.

Our booklet, “Conducting Business the Unipart Way” sets out the principles which apply across the organisation and incorporate the core principles set out in the Universal Declaration of Human Rights. A copy of this booklet is provided to all our employees and published on the corporate website. We apply these principles to all our stakeholders including our suppliers.

#### **Unipart Policy on Modern Slavery and Human Trafficking**

Unipart is committed to conducting business transparently, honestly, openly and fairly. We seek to operate responsibly wherever we work in the world and to engage with our stakeholders to manage the social, environmental and ethical impact of our activities in the different markets in which we operate.

It is the policy of Unipart that each company within the Unipart Group and each director, officer and employee of any Group company complies in all respects with all applicable UK laws, and (in addition and where relevant) local laws of overseas countries, standards and principles relating to Modern Slavery in each of the jurisdictions in which a Unipart company trades, operates or has any other activity. Companies within the Group must establish and enforce effective compliance procedures including in their supply chains.

#### **Due Diligence in Supply Chains**

Unipart engages with its suppliers through its procurement functions to ensure that an appropriate approach is taken to the management of modern slavery and human trafficking risk within its supply chains. All new contracts include as standard anti-slavery provisions which suppliers are required to comply with. Under these terms and conditions suppliers are subject to formal due diligence processes which include review of compliance with Unipart’s Modern Slavery policy. Suppliers are risk assessed and subject to audit processes proportionate to the perceived risks.

#### **Supplier Risk Assessment**

Supplier risks are assessed based on appropriate factors including geographic location, business sector, type of product or service, supply chain structure, business model, business ethics and labour practices. Where risks are considered to be elevated the level of due diligence and auditing is increased appropriately and maintained to ensure compliance with policy.

#### **Recruitment practices**

Unipart is committed to respecting fundamental human rights in all its activities. Recruitment processes for direct employees are designed to ensure that no employees are at risk of modern slavery or human trafficking. Companies that provide agency staff to Unipart are subject to contractual terms and conditions that require them to have appropriate processes in place to protect the human rights of those staff and comply with Unipart policy. Agency suppliers are subject to regular compliance audits which include a review of the steps taken to avoid modern slavery and human trafficking.



### **Effectiveness**

The effectiveness of Unipart's zero tolerance approach to modern slavery and human trafficking is demonstrated by the results of supplier audits which verify compliance with policy.

### **Training**

Unipart is progressively rolling out training for employees in Procurement and Human Resources functions on the signs and risks of modern slavery and human trafficking, and how to manage compliance with the Group's policy throughout its supply chain. All employees are made aware of the Group's policy and Unipart encourages all employees to report any concerns they may have regarding modern slavery and human trafficking either to their line manager or in accordance with the Whistleblowing policy.

### **John M Neill**

Chairman and Group Chief Executive  
Unipart Group of Companies

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