

## **Modern Slavery and Human Trafficking Statement 2018/19**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ardent Hire Solutions 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. Ardent Hire Solutions Ltd 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.

### **Our business**

Ardent Hire Solutions Ltd is a Self Drive Construction Equipment Rental business with National UK coverage. Our focus lies on dealing with Blue Chip Clients and consistently looking to reduce our Supply Chain. Our main business focus's on House Builders, Civil Engineering, Infrastructure and Utility Contractors.

### **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.
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. Near Miss Reporting. This reporting protects employees who have witnessed near miss incidents and can report anonymously any unsafe act they see.

## **Our suppliers**

Ardent Hire Solutions Ltd operates a supplier policy and maintains a preferred supplier list. We conduct Supplier Audits on all suppliers before and during the reign of the supply agreement. These checks can include online search's to ensure that particular organisations have never been convicted of offenses relating to modern slavery and on site audits which include a review of working conditions. 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.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. They pay their employees at least the national minimum wage / national living wage.
4. We may terminate the contract at any time should any instances of modern slavery come to light.

## **Training**

We regularly conduct training for our procurement/buying teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

***Approved on behalf of the Ardent Hire Solutions Ltd Board:***



Jeremy Fish

**C.E.O.**

1<sup>st</sup> April 2018