

Modern Slavery and Human Trafficking Statement 2025

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ardent Hire has taken 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 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 is a self-drive construction equipment rental business with national UK coverage. Our main business focuses on house builders, civil engineering, infrastructure and utility contractors. Our financial year ends on 31st March.

Our business has three main areas: Operations, Sales and Finance (which includes Procurement and Fleet Sales) and employ around 170 colleagues. While we do not believe we have a high risk, we can have most impact on modern slavery and human trafficking by focusing our efforts on our supply chain and so this is our priority.

Our Policies

We operate several internal policies/processes to ensure that we are conducting business in an ethical and transparent manner. These include:

Modern Slavery & Human Trafficking policy - This policy sets out our stance on modern slavery and explains how colleagues can identify any instances of this and where they can go for help.

Recruitment policy - We operate a robust recruitment policy, including conducting eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing policy - We operate a whistleblowing policy so that all employees know they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Near miss reporting - This reporting protects employees who have witnessed near miss incidents and any unsafe acts - anonymously if they wish.

Our Suppliers

Ardent Hire operates a supplier policy and maintains a preferred supplier list. We conduct supplier audits, before and during the term of supply agreements. Our anti-slavery policy forms part of our contract with all suppliers.

We continue formal quarterly reviews with our major suppliers to ensure compliance and maintain awareness of the issue.

Training

All our colleagues know that they should raise any suspicions around instances of modern slavery or human trafficking to their manager. Any new colleagues are briefed on our stance on modern slavery when they join us as part of their induction programme.

Previous Incidents

There were no reported incidents of Modern Slavery or Human Trafficking in Ardent or, to the best of our knowledge, in our supply chain during the 2024/25 financial year.

Approved on behalf of the Ardent Hire Solutions Board:

A handwritten signature in black ink, appearing to read 'J. P. Fish', is written over a diagonal line that extends from the top left towards the center of the page.

Jeremy Fish

Chief Executive Officer

21st May 2025