

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2020/2021

INTRODUCTION

This statement is made on behalf of FRAIKIN GROUP pursuant to section 54 of the Modern Slavery Act 2015 and comprises our anti-modern slavery and human trafficking statement.

OUR BUSINESS

The mission of FRAIKIN GROUP is to offer companies and communities, whatever their size and activity, the most relevant fleet management solutions for commercial and industrial vehicles.

We operate in the following locations :

- France
- UK
- Spain
- Poland
- Italy
- Germany
- Switzerland
- Benelux
- Russia

OUR STANCE ON MODERN SLAVERY HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or across our supply chains.

We are committed to acting ethically and with integrity in all our business relationships and have implemented measures and controls to ensure this is upheld.

DUE DILIGENCE PROCESS

To guard against such risks, we have implemented the following actions :

- A Code of Ethics has been drawn up in which it is stated that The Group respects human rights and adheres to the principles of international conventions and organisations. With regard to respect for fundamental human rights , the Group undertakes in particular to comply with employment laws , to guarantee access to minimum wages, and not to use child labour or any form of forced labour.
- We have raised the awareness and informed our employees in relation to these issues.
- In all of our entities employees are paid at the prevailing minimum wage applicable within their relevant country of operations; we also ensure that we operate legally compliant working conditions.
- An ethical alert system has been put in place.
The platform enables all employees and other stakeholders to report any action that does not appear to comply with the principles of the Code of Ethics. .
The site is an external solution, independent of the FRAIKIN infrastructures. It guarantees a high level of confidentiality, compliance and data protection, notably within the framework of the General Data Protection Regulations (GDPR).

SUPPLY CHAIN COMPLIANCE

We have a zero-tolerance stance towards modern slavery and human trafficking. To ensure that all participants in our supply chain respect our values, we operate in accordance with the principles of responsible sourcing, particularly with regard to our suppliers, who must commit to our Code of Ethics. Our compliance team strives to ensure that these principles are observed through the audit process.



Signed by Mr. Philippe Mellier, Chief Executive Officer of the Group
March 17, 2020