



Modern Slavery & Human Trafficking Statement

This statement sets out Nexus Vehicle Management Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

Nexus is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking. We take a Zero Tolerance approach to human rights violations of any kind within our business and network.

Organisational Structure and Supply Chains

Nexus Vehicle Management is a leading provider of vehicle rental supply and management systems to corporate and public sector users across the UK. Nexus' operating activities are based predominantly in the UK, with the ability to support international rental supply requirements across the EU via our global partners. Our supply chain is made up of more than 200 rental providers, including multi-national companies, as well as local, independent suppliers, the majority of which have been trading with Nexus for over 20 (twenty) years and which the majority are domiciled in the United Kingdom. The work force at Nexus is primarily full-time UK-based workers. As Nexus does not operate in countries considered high risk for slavery and human trafficking, we do not believe any of our activities to be at high risk of slavery or human trafficking.


Nexus is committed to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains. Our commitment is communicated to all suppliers, contractors, and business partners at the outset of our business relationship with them and reinforced as appropriate on an ongoing basis. All suppliers are managed through the same auditing process using the both the QHSE framework and their Service Level Agreement.

Responsibility for the organisation's anti-slavery initiatives is as follows:

- Policies: Nexus' CEO, Scott Haddow, as well as our Board of Directors are responsible for review and approval of this statement and the accompanying Modern Slavery policy. Our Board of Directors fully advocates this policy and works closely with the Nexus' supply chain and cross-departmental senior management team members to review, update, and implement related policies as required. The Compliance Committee has primary and day-to-day responsibility for implementing the Modern Slavery policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.



- Due Diligence and Ongoing Risk Assessments: The Supply Chain team is responsible for assessing risk as part of our Supplier Appraisal process and commercial due diligence.
- Training: All employees are expected to complete full training on the issues of modern slavery and human trafficking upon commencement of employment and then refresher training on an annual basis with a required pass rate of 80%. Management at all levels are responsible for ensuring those reporting to them understand and comply with both the Modern Slavery Statement and policy and are given adequate and regular training on it and the issues of modern slavery in supply chains.
- Modern Slavery Policy: This statement is supported by a Modern Slavery policy that sets out our responsibilities, and of those working for and on our behalf, in observing and upholding our position on modern slavery and human trafficking and providing information to those working for and on our behalf on how to identify and report concerns regarding modern slavery and human trafficking. The policy is made publicly available on the Company Policies page of Nexus' website.
- Whistleblowing Policy: The organisation encourages all its workers, customers, and other business partners to report any concerns related to the direct activities, or the Nexus supply chain. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for stakeholders to make disclosures, without fear of retaliation. The policy is made publicly available on the Company Policies page of Nexus' website.
- Employee Handbook: Nexus makes it clear to employees the actions and behaviour expected of them when representing the organisation through both the Employee Handbook and the Human Resources system, BOB with annual mandatory training. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- QHSE Framework and Supplier Service Level Agreement: Nexus is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. Serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship. Suppliers are regularly audited and site visits are conducted to ensure compliance with relevant legislation and service standards including the QHSE framework.
- Recruitment Policy: Nexus uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency



it is using before accepting workers from that agency. Nexus has adopted the UK Living Wage as our standard within our business and supply chain.

- **Social Responsibility & Ethics Policies:** Nexus is committed to fair, ethical and sustainable working practices to ensure service excellence across our supply chain and customer base. Nexus is committed to and encourages collaboration with organisations that support Fair Trade and operate non- exploitative employment practices in our own businesses and supply chains throughout our network.

Risk Assessment and Due Diligence

Nexus will regularly review our suppliers' operations across the globe in comparison with the Global Slavery Index (<http://www.globallslaveryindex.org>), coupled with guidance from the Chartered Institute of Procurement & Supply (CIPS) to assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking. Checklists and details of action are documented if any issues are flagged following audits or during review meetings.

Nexus is committed to regular auditing of its supply chain to review existing QHSE compliance ethical practices. Internal and supplier information, processes and sites will be audited regularly to ensure compliance with the Modern Slavery Act 2015. Additional investigations will be carried out where any instances of slavery or human trafficking are suspected.

Nexus undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Nexus' due diligence and reviews include:

- Mapping the supply chain broadly to assess particular product or geographical risks of modern slavery and human trafficking.
- Evaluating the modern slavery and human trafficking risks of each new supplier.
- Reviewing on a regular basis all aspects of the supply chain.
- Conducting supplier audits or assessments.
- Creating an annual risk profile for each supplier.
- Taking steps to improve substandard suppliers' practices, including providing advice to suppliers and requiring them to implement action plans.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship.

Nexus warrants that it has thoroughly investigated its labour practices, and those of its direct suppliers, to ensure no slavery or forced labour is used anywhere in our organisation or supply chain. To date, no modern slavery has been identified in our internal operations nor are we aware from our audit and verification processes of any in our supply chains. All necessary processes and procedures are in place as detailed herein, including investigation and compliance systems, will ensure that this will continue to be the case at all times.

Effectiveness

Nexus has the following KPIs in place to measure the effectiveness of our anti-slavery initiatives.

- KPI 1: Percent of employees that have completed training on the Modern Slavery statement and policy.
- KPI 2: Percent of suppliers that have provided their Modern Slavery statement/policy.
- KPI 3: Number of uses of the Whistleblowing Mechanism as it relates to Modern Slavery.

Training

Nexus requires all staff involved with HR and management of our supply chains within the organisation to complete adequate training on modern slavery and regular refresher training, via a recognised training partner, course or institution. Any employees responsible for assessing supplier compliance with the Modern Slavery Act 2015 receive formal Ethics training via the Chartered

Institute of Purchasing and Supply. Training on the Modern Slavery statement and policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the mandatory annual training for all individuals who work for us

As well as training staff, Nexus has raised awareness of modern slavery issues through email communication with staff and suppliers and by publishing our policies on this matter on our website.

Policy Review

This statement, the accompanying policy and our efforts to raise awareness and work collaboratively with our supply chain to comply with the Modern Slavery Act 2015 will be reviewed annually by the Board of Directors and to drive continuous improvement.

Signed,
Scott Haddow
CEO



Dated August 2024