



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.

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, ranging from multi-national firms to local, independent suppliers, most of whom have traded with Nexus for over 20 years, and which the majority are domiciled in the United Kingdom.

The work force at Nexus is predominantly composed of full-time UK-based workers. As Nexus does not operate in countries identified as high risk for slavery and human trafficking, we consider the risk of such practices occurring within our operation to be low.

Our Commitment to Human Rights

Nexus takes a Zero Tolerance approach to human rights violations of any kind within our business and network. We are committed to maintaining and enhancing systems and controls to prevent slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

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.

Responsibility and Governance

Nexus' CEO, Scott Haddow, and the Board of Directors are responsible for the review and approval of this statement and the accompanying Modern Slavery policy. Our Board of Directors fully advocates this policy and works closely with 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.

Policies


Nexus has a number of internal policies, procedures and guidance in place that seek to implement our commitment to operating inclusively and responsibly as a business and sets out our expectations for employees. These policies and procedures, which are relevant to modern slavery and human trafficking, help us to embed human rights considerations into our operations and cover critical areas.

- **Modern Slavery Policy:** This statement is supported by our 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.
- **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.
- **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.
- **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.
- **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.

Due Diligence and Risk Management

Nexus maintains ongoing assessments of our risk landscape in relation to modern slavery and human trafficking. Individuals responsible for conducting or supporting these assessments are appropriately trained and resourced, and qualified external specialists are engaged when required.

Suppliers are expected to uphold ethical labour standards, including the provision of safe working conditions, the fair and respectful treatment of workers, and compliance



with all relevant laws. Nexus conducts regular audits of its supply chain to evaluate adherence to QHSE requirements and ethical practices. These audits extend to reviewing supplier information, operational processes, and sites to ensure compliance with the Modern Slavery Act 2015. Where any indicators of slavery or human trafficking are identified, further investigation is undertaken.

We also benchmark supplier operations against the Global Slavery Index (www.globalsslaveryindex.org) and apply guidance from the Chartered Institute of Procurement & Supply (CIPS) to identify high-risk regions or activities. When issues are identified through audits or review meetings, detailed checklists and action plans are developed, and we collaborate with suppliers to raise standards and improve working conditions.

Serious breaches of Nexus' Supplier Code of Conduct will result in the termination of the business relationship. To ensure continued compliance with legislation and our QHSE framework, suppliers undergo regular audits and on-site evaluations.

Nexus conducts robust due diligence when onboarding new suppliers and routinely reviews the performance and practices of existing ones. This process includes:

- **Mapping the supply chain** to identify potential risks associated with specific products or geographic regions in relation to modern slavery and human trafficking.
- **Assessing the risk profile of new suppliers** as part of the selection process.
- **Ongoing review of supply chain operations** to ensure continued compliance with ethical and legal standards.
- **Conducting regular audits and supplier assessments** to verify alignment with Nexus' expectations.
- **Developing and maintaining annual risk profiles** for each supplier.
- **Working collaboratively with underperforming suppliers**, offering guidance and requiring the implementation of corrective action plans where necessary.
- **Applying appropriate sanctions**, including termination of the business relationship, in cases of serious non-compliance or failure to meet improvement targets outlined in action plans.

Risk Assessment Statement

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.

Measuring 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

All employees undergo training on modern slavery upon commencement of employment and annually thereafter, with a required pass rate of 80%. Procurement staff receive additional ethics training via the Chartered Institute of Purchasing and Supply. 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.

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.

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 is reviewed annually by the Board of Directors and to drive continuous improvement.

Signed,



Scott Haddow
Chief Executive Officer

Dated 19th June 2025