



## **Modern Slavery Statement 2017**

This is our Modern Slavery Statement in relation to the financial year ending June 2017.

D.H. Mansfield Limited trading as The Mansfield Group has been operating for 38 years and today is the UK's largest dedicated vehicle rescue and recovery operator specialising in vehicle rescue, storage, repair and parking solutions.

We are committed to maintaining the highest ethical standards and upholding the principles of the Modern Slavery Act 2015. Our policy of zero- tolerance towards acts of modern slavery is actively promoted both internally and externally, including the supply chains that we have a relationship with, we continue to review, monitor and measure our working practices.

The board has ultimate accountability for managing modern slavery risk; however all our employees receive education and training to increase awareness to combat slavery and human trafficking. We are continually commitment to impose the same high standards with sub-contractors, suppliers and any other business partners.

### **Structure and supply chains**

The Mansfield Group is part of the Bidvest Group a 4.4 Billion Pound Turnover global conglomerate, which operates in the areas of consumer and industrial products, financial services, freight management, office and print solutions, outsourced hard and soft services and travel and aviation services and automotive retailing. It is listed on the JSE Limited and with roots firmly established in South Africa, Bidvest consistently broadens their products offering through organic and acquisitive growth in local as well as select niche international markets.

The Mansfield Group today have a total of 19 service centres, operating a fleet of over 400 specialist vehicles with a highly skilled workforce of over 580 employees. Our main business activities involve providing a 24 hour vehicle rescue and recovery service for police forces, motoring organisations and government agencies.

This service includes:

- Specialist recoveries of vehicles involved in RTC's and difficult to access locations
- Roadside assistance and recovery of a variety of vehicles, from a motorcycle to a 44 Tonne Lorry
- Roadside assistance for cars and commercial vehicles
- Vehicle removal service for illegally parked vehicles
- Secure storage of recovered vehicles and vehicle belongings



- Provision of forensic inspection facilities for police contracts
- Workshop repair for car and commercial vehicles.

Our supply chains (which are predominately vehicles, vehicle parts and IT equipment and general office supplies) are large UK based providers that are required to adhere to the Modern Slavery Act 2015. Our sub-contractors and service providers are required to demonstrate their commitment to zero – tolerance of slavery and human trafficking.

### **Policies on modern slavery**

Our policies are annually reviewed by the senior management team, shared with all our employees and service providers and include the following:

Anti- slavery policy

Anti- bribery and fraud policy

Procurement Policy

### **Our due diligence processes**

The Mansfield Group operates within an industry where the risks of slavery and human trafficking are relatively low, however we acknowledge that we are not exempt from possible exposure to such activities, therefore our senior management team and Head of Business Development ensures due diligence is carried for all new suppliers and continually reviewed for ongoing suppliers, which includes audits, training and awareness. Pre-employment screening checks minimise the risk and are required if for example we use employment agencies from time to time.

### **Risk assessment**

Throughout the year the senior management team review any potential risks. Our policies, procedures, along with service agreements are updated and shared with all parties. Our focus is working hours, wages and benefits and engaging with our workforce, providing a better working environment for all employees. Our sub- contractors are regularly audited and are required to reach a standard that meets our policies and practices.

### **Measuring effectiveness**

Suppliers and sub-contractor's that wish to provide services on our behalf are required to agree to adhere to certain standards, their commitment to ensure they have appropriate ethical practices. We encourage an honest and open approach to close any gaps following self- assessment or audits and many join us on our training courses.

### **Employee training and awareness**

All our employees take part in an extensive induction programme, which includes training and awareness of our Anti- Slavery Policy. An online training programme has been



developed to increase awareness of the Act, this includes our service providers. Feedback and annual reviews of policies and procedures is shared so that all The Mansfield Group colleagues are committed to improving our practices and reduce the risk of modern slavery and human trafficking within our sector.

A handwritten signature in black ink that reads 'Darrell Mansfield'.

Darrell Mansfield

Chief Executive Officer, The Mansfield Group