

MODERN SLAVERY STATEMENT 2020

Modern Slavery Statement 2020

This is our Modern Slavery Statement in relation to the financial year ending 31st March 2020.

D.H. Mansfield Limited trading as The Mansfield Group has been operating for over 40 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 Directors have 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 has recently had a change of ownership when in December 2019 Egertons Holdings Ltd became the sole shareholders of The Mansfield Group.

Egertons Holdings Ltd that has over 50 years' experience in the rescue and recovery sector, therefore providing a wealth of experience and knowledge that will strengthen the brand and provide both our customers, partners and employees with exceptional service and a great place to work. This new chapter in our company will be filled with many opportunities to expand nationally, whilst still offering exceptional service.

The Mansfield Group today have a total of 11 service centres, operating a fleet of over 200 specialist vehicles with a highly skilled workforce of over 180 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

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- 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 (comprising sub-contractors, vehicle manufactures, vehicle parts, 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 is 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 Services 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 if we work with 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

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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.