



MODERN SLAVERY STATEMENT

INTRODUCTION

On 29th October 2015, the UK Modern Slavery Act came into effect, and we recognise that all businesses have an obligation to prevent human trafficking and slavery. Tiger Trailers has a zero-tolerance approach to modern slavery and human trafficking of any kind in our operations and supply chain.

ORGANISATION

This statement applies to all companies within and associated to Tiger Trailers Ltd (referred to in this statement as 'The Organisation'). The information included in the statement refers to the financial year 2020.

ORGANISATIONAL STRUCTURE

Tiger Trailers Ltd is located in Winsford, Cheshire and we are one of Europe's leading trailer and rigid bodywork manufacturers. We employ around 200 employees all based within our offices and factory in the UK. The organisation is managed by Joint Managing Directors John and Steven Cartwright who come from a strong family history of manufacturing trailers and rigid bodies for the commercial vehicle sector.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom.

DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the UK.

SUPPLY CHAINS

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of materials and goods from various suppliers in both the United Kingdom and Europe, including France and Germany. We understand that the Organisation first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

POTENTIAL EXPOSURE

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

IMPACT OF COVID-19

During the reporting period covered by this statement, the COVID-19 pandemic had taken hold. For several months, the UK was placed into lockdown to stem the spread of COVID-19. This created several challenges for the Organisation, as it did for others across the nation.

The Organisation concludes that the COVID-19 pandemic did not adjust the risk of modern slavery to a level above that which existed before the pandemic, which is as set out under 'POTENTIAL EXPOSURE' above.

During the pandemic, the Organisation's employees still had access to the grievance procedure to raise any concerns that they may have had.

In line with emergency legislation passed by the Government, employees have been paid Statutory Sick Pay during periods of self-isolation where it has not been possible to agree a temporary period of homeworking.

The Organisation's modern slavery risks were subject to the same monitoring procedures during the pandemic as at all other times.

STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Zero tolerance policy towards modern slavery
- Requests for Suppliers Modern Slavery policies/statements current and new suppliers if not available via their website

POLICIES

The Organisation has a Modern Slavery Policy which further define its stance on modern slavery which a copy can be requested from the Human Resource Department.

A) TRAINING

The Organisation provides induction training to staff to effectively implement its stance on modern slavery which all policies and procedures are discussed and given to all employees.

B) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer (Edward Booth, Finance Director), to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed.....

Finance Director

Date.....2nd SEPTEMBER 2021