

## **SJ Bargh Group Ltd Modern Slavery and Human Trafficking Policy Statement**

This statement is written in accordance with Section 54(1) of the Modern Slavery Act 2015 and sets out the steps that the SJ Bargh Group Ltd has taken to ensure that modern slavery and human trafficking is not taking place in any part of the service we provide, or our supply chain.

### **Organisational Structure and Supply Chains**

SJ Bargh Group Ltd is a family business established in 1935 operating across a broad range of transport types and vehicle dealership and workshop activities. Its current turnover is £52m and it employs over 500 people. The Groups companies consist of SJ Bargh Group Ltd, SJ Bargh Ltd and RG Bassett & Sons Ltd.

Our Head Office is based in Lancaster in the Northwest of England. In addition, we have various offices across the UK based in Scotland, the Midlands and smaller sub-depots across the UK within the Northwest, Midlands, Cumbria and Wales regions.

S J Bargh Group Limited is controlled by the family shareholders. Two of which are Non-Executive Directors on the Board alongside another family Non-Executive Director and the Group Managing Director and Group Finance Director.

The Senior Management Team also attend the Board and consists of:

- Head of Operations
- Group Fleet Engineer, Sustainability and Facilities Manager
- Group Commercial Manager
- General Manager (R. G. Bassett's)

We undertake all reasonable and practical steps to ensure that our standards are implemented, and that local legislation and regulations are being complied with, both throughout our business, and within our direct supply chain.

We will strive to only work with those parties who fully comply with these standards and will deal with issues of non-compliance on a case-by-case basis.

The Group has a range of policies, procedures, and contractual requirements in place which underpins the prevention of slavery and human trafficking within our organisations or supply chains.

These include but are not limited to:

- Disciplinary and Grievance Policies.
- Equal Opportunities Policy
- Whistleblowing Policy in place to encourage all staff to report concerns internally (with the protection of the company's Whistleblowing Policy);
- Clear recruitment procedures and systems.
- Ensure all new employees receive a briefing about the company's approach and expectations to Modern Slavery during induction.
- Longstanding relationships with external suppliers, where possible, to ensure commitment to our expectations of business behaviour.
- Acknowledge requirements in our commercial and supplier contracts, and continued engagement of external providers and suppliers which have their own policies and procedures aimed at preventing modern slavery and human trafficking.

This ensures they are robust and fulfil the requirements to identify and deal with any incident that may occur regarding the prevention of modern slavery and human trafficking.

### **Enforcing our Values**

This policy has been circulated throughout the SJ Bargh Group Ltd and it is the responsibility of all employees to uphold. We encourage all employees to be vigilant and report any suspicions of any acts or behaviours which may contradict this statement to their manager or HR Department.

As part of the Group's ongoing development, we may also review or reconsider additional policies, procedures or requirements if appropriate to ensure there is no slavery or human trafficking taking place in our Group or in our supply chains.

We will not support or knowingly do business with a company involved in slavery or human trafficking. Any employee who fails to comply with this statement will face disciplinary action up to and including dismissal.