

Subject:	Modern Slavery Statement	Functional Area:	Human Resources
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This statement applies to SMT GB employees, agency workers and contractors and is published in line with section 54(1) of the Modern Slavery Act 2015.

Introduction

Slavery and human trafficking are crimes affecting people around the world, including people in the UK who may be exploited by being made to work against their will, or without the appropriate legal protections, such as the minimum wage. SMT is committed to combating these problems and takes seriously its' responsibility to be alert to the risks in our business and our supply chain.

Our commitment to the principles of the Modern Slavery Act 2015.

SMT is committed to the principles of the Modern Slavery Act 2015 and the abolition of moderns slavery and human trafficking.

As an equal opportunities employer, we're committed to creating and ensuring a non-discriminatory and respectful working environment for our staff. We want all our staff to feel confident that they can expose wrongdoing without any risk to themselves.

Our recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

We do not enter into business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

Our Business & Supply Chain

We market and service Volvo construction equipment products in Great Britain.

Our main supplier is Volvo whose modern slavery statement can be viewed here: [People | Volvo Group](#)

We employ around 450 people who are predominantly directly employed at locations across Great Britain. The nature of our business and the high level of skills required mean that our greatest risk of exposure to modern slavery is through our supply chain. Our people and suppliers share our commitment to ensure that modern slavery and human trafficking does not exist in our business or supply chain. We support the protection of human rights, rejecting slavery, forced labour and human trafficking in our business and supply chain.

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Due diligence and Risk management

We carry out due diligence checks on the suppliers we work with and have procedures for ensuring that we are not indirectly complicit in modern slavery. All suppliers are required to adhere to our Code of Conduct and comply with our Terms & Conditions. We do not appoint contractors or suppliers where we consider there to be a risk of involvement in modern slavery. As part of our integrated management system, existing suppliers are contacted and checked to ensure they comply with our standards.

Our policies in relation to the Modern Slavery Act 2015

The following policies are available to all staff through SMT Voices.

Code of conduct

Anti-bribery & Corruption

Whistleblowing Policy

Anti-harassment & Bullying Policy

Equal Opportunities

Privacy Statement

Embedding the principles

We will continue to embed the principles through:

- ensuring staff involved in procurement activity are aware of and follow modern slavery procurement guidance on GOV.UK
- ensuring that consideration of the modern slavery risks and prevention are added to our policy review process as an employer and procurer of goods and services
- ensuring procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- continuing to take action to embed a zero tolerance policy towards modern slavery

This statement has been approved by the Board of SMT GB.

1.0	Initial issue	June 2024	Alyson Ralph Head of HR	Authorised by:	Nick Allen CEO
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