

Modern Slavery Statement

Version 1.2
March 2022

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Modern Slavery Statement 2022

1.1 Purpose

1. This statement sets out Boels Rental Ltd actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.
2. The organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

1.2 About us

1. Boels Rental Ltd focuses on the rental of machines, tools, lifting equipment, survey and laser units and Machine Control equipment across c.37 depots in the UK.
2. Boels Rental Ltd was established in the UK in 2017 and employees 288 FTE at the time of writing

1.3 Policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

1. Employee on-boarding - We verify that all employees have the right to work before they start work with us. All employees are paid no less than the national minimum wage. We make all employees aware of their working hours, working time regulations, holiday and leave entitlements and all other entitlements via the employee handbook and induction.
2. Whistleblowing policy The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can complete our confidential disclosure form.
3. Employee code of conduct The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.
4. Recruitment Agency policy The organisation uses only specified, reputable employment agencies on a preferred supplier list to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.
5. Training - We are committed to ensuring all relevant employees are trained on any legislative requirements which impact our business.
6. Each business unit across our organisation has a dedicated human resources and health and safety function to provide continuous support and guidance.

1.4 Approach to risk management

Within Boels Rental the Business Units own the management of their risks and are responsible for:

- Identifying and reporting local risks
- Maintaining risk registers and business continuity plans where appropriate
- Reviewing and implementing mitigating actions and controls

Business divisions are supported by group functions and shared services.

1.5 Procurement practices

The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions, treat workers with dignity and respect, and act ethically and within the law in their use of labour.

The organisation undertakes due diligence when considering engaging with new suppliers, and regularly reviews existing suppliers. The organisation requires that the potential supplier demonstrates:

- That they comply with all relevant laws, including modern slavery legislation;
- They have the relevant H&S accreditations and policies in place
- That they have suitable practices and procedures in place to ensure that bribery, tax evasion, human trafficking and modern slavery does not take place in their organisation or their supply chains;
- That they will notify Boels Rental if they become aware of any violations;

The organisation will work with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions and we endeavor to ensure that our suppliers adhere to the standards that we set ourselves.

Where an issue is identified it may be necessary for Boels Rental to invoke sanctions against suppliers that fail to improve their performance in line with an action plan, or seriously violate our supplier code of conduct. This may include the termination of the business relationship.

1.6 Training

We require all our HR professionals working within the UK to undertake annual training on modern slavery. We require all staff to complete modern slavery training as part of their induction.

Our modern slavery training covers:

- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation;

- what external help is available, for example through the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and "Stronger together" initiative,
- what initial steps should be taken if slavery or human trafficking is suspected in the organisation or within the supply chain

1.7 Raising concerns

Our whistleblowing process is available for all workers to access should they have any concerns about labour rights practices. We are explicit in our Code of Conduct and relevant policies that reprisals or victimisation of anyone who raises concerns will not be tolerated. We also encourage leavers to complete a questionnaire to gather their perspective.

In addition to the whistleblowing policy, colleagues can speak up through a variety of mechanisms including:

- Informal conversations with managers or formal face to face meetings.
- Talking to Human Resources
- Raising an issue with a member of the management board
- Raising a formal grievance
- Employee Representative group

1.8 Board Member Approval

This statement is made pursuant to the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year ending 2021.

This statement was approved on [date] by the organisation's UK board director who review and update it annually.

Directors Signature



Asif Latief

Managing Director
Boels Rental Ltd

17th March 2022