

Auto-Trail Anti-Slavery Policy (2023)

Auto-Trail VR Limited is publishing this statement in accordance with Section 54 of the Modern Slavery Act 2015. The statement is in relation to the financial year ended 31 August 2023.

Organisation structure and responsibility

Auto-Trail VR Limited is a UK subsidiary of Trigano, a public company domiciled in France. The main activity of the company is the manufacture and sale of motorhomes through a network of dealers. The number of staff employed by the company at its base in Grimsby at the end of the year was 204. The company's activities are primarily in the United Kingdom.

Organisational responsibility

We recognise that, although slavery, servitude, forced labour and human trafficking ('Modern Slavery') are illegal, it remains a significant issue in the United Kingdom. In an increasingly global marketplace, we also recognise that all businesses have a responsibility to understand whether modern slavery and human trafficking is taking place within their businesses and supply chains, and this is a responsibility we take seriously.

We are committed to making meaningful and long-term improvements to workers' employment and workplace conditions including but not limited to the prevention of forced, bonded and trafficked labour. We do this through our employment policies and governance supported by Trigano group policies and procedures.

Supply chain

The company's supply chain crosses a number of international borders but most of its suppliers are in the United Kingdom or mainland Europe.

The company and its parent, Trigano, have supply contracts with many of its larger suppliers. The company has a dedicated procurement department and together with teams from other Trigano companies, they oversee the implementation of those supply contracts to ensure adequate procedures are in place to protect us from anti-slavery legislation.

Our policies

We recognise that effective policies are crucial for combatting Modern Slavery. We have an Anti-slavery and Human Trafficking Policy in place that sets out our overall approach to Modern Slavery. We are committed to ensuring we are not supplied by anyone who engages in human trafficking and modern slavery.

Our employee recruitment Policy is strictly adhered to ensure, as far as possible, that migrant workers are not exposed to exploitation, the business is not exposed to the fraudulent recruitment of employees and that all potential employees have a right to work in the United Kingdom.

All Trigano group subsidiaries, including Auto-Trail VR Limited, also operates a Whistleblowing Policy aimed at employees that encourages staff to report any wrongdoing. We intend to extend this policy to our wider supply chain, if appropriate, at some future point.

Compliance measures undertaken

We have taken the following steps to ensure the company complies with the Modern Slavery Act:

- Review of supplier contracts to ensure a code of conduct with regard to Modern Slavery issues are captured within those contracts.

- Continued to strictly adhere to our employment recruitment practices and absences from work are followed up with return-to-work interviews to identify, amongst other things, risk of activities considered under the Modern Slavery Act 2015.
- The company Handbook and HR documentation were reviewed and refined where appropriate to ensure compliance with requirements of the Modern Slavery Act 2015.

Compliance measures to be undertaken in the forthcoming year

- Obtain express guarantees from recruitments agencies prior to use, including those that are wholly online, and other third parties (such as security companies) that they have a code of conduct in place to detect any infringements of the Modern Slavery Act 2015.
- Continue the roll out of supplier contracts that include a reference to the requirements of the Modern Slavery Act 2015 and a code of conduct expected from suppliers and their supply chains.
- We shall continue to monitor and identify any area within our business where this risk may not have been sufficiently mitigated by control measures and rectify the position if such risk areas are identified.

Board approval

This statement has been approved by the Board of Directors of Auto-Trail VR Limited on the 17th of October 2023.

Shane Devoy

Managing Director