

## **Holt JCB Holdings Limited and Holt JCB Limited – Modern Slavery Statement**

Holt JCB Holdings Limited is the parent company of Holt JCB Limited. This statement sets out the position of both companies in relation to the Modern Slavery Act 2015. Both entities are referred to as Holt JCB within this statement

### **Introduction**

Slavery, servitude, forced labour and human trafficking (Modern Slavery) are prevalent across the world today. It is important that businesses do not ignore this problem. Holt JCB has a zero tolerance approach to Modern Slavery and is committed to ensuring that it does not exist within our own business or supply chain.

### **Organisation Structure and Business Operations**

Holt JCB is a plant machinery dealership with our core business being the selling, distribution and maintenance of JCB and other plant based machinery and equipment. We predominately operate within the construction, industrial, waste and agricultural industries. The majority of our business relationships are within the UK and Europe, with all employees being based in the UK.

### **Employment Policy**

Holt JCB undertakes checks on all new employees prior to them commencing employment. These checks encompass verifying who the individual is, that they are legally old enough to work and that they have the right to work in the UK, including that valid work visas are held, where relevant.

### **Supply chains**

Our supply chains include the sourcing of plant machinery (almost entirely JCB equipment), parts, consumables, machinery attachments, provision of services and repairs in relation to the business operation. We also source various other ancillary materials and services, including, but not limited to, IT equipment, office supplies and professional services as part of the administrative support of the business.

Nearly all of our suppliers are UK based. We try wherever possible to build and maintain long standing relationships with our suppliers who understand and follow the same ethical business behaviour as ourselves, whilst also encouraging the reporting of any concerns employees have regarding their conduct.

As a franchise of JCB and with JCB being a major supplier we support the JCB Modern Slavery Statement - <https://www.jcb.com/origin2017/~asset/14/39336>

### **Commitment**

Holt JCB is committed to ensuring acts of modern day slavery and human trafficking form no part of our business or are within our supply chains and partners.

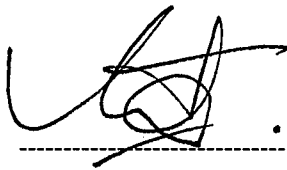
We acknowledge our responsibilities under the Modern Slavery Act 2015 and will not support or deal with any business knowingly involved in slavery or human trafficking.

The Directors and Senior Management take responsibility for implementing this policy and provide adequate resources to ensure that slavery and human trafficking is not taking place within the organisation or within the supply chain.

To raise Holt JCB staff awareness of this important issue, this statement will be issued to all employees.

This statement is published in accordance with section 54 of the Modern Slavery Act 2015 for the year ending 31<sup>st</sup> December 2018

Signed by Holt JCB Limited Director Mike Winton

A handwritten signature in black ink, appearing to be 'MW', is written over a horizontal dashed line. The signature is stylized and somewhat abstract.