

Hireco Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out Hireco Group's actions to understand, address, and mitigate potential modern slavery and human trafficking risks within our business operations and supply chains. It relates to activities undertaken during the financial year 1 March 2025 to 28 February 2026.

Hireco operates within the fleet leasing, contract hire, rental, and asset management sector, supplying vehicles, trailers, and associated services across the UK and Ireland. We recognise that our industry involves complex supply chains, and we take seriously our responsibility to ensure that modern slavery and human trafficking have no place in our organisation or the wider value chain in which we operate.

We remain absolutely committed to preventing slavery and human trafficking in all aspects of our business and ensuring that our suppliers uphold the same high standards.

Organisational Structure and Supply Chains

Hireco Group is a leading provider of commercial vehicle leasing, rental, fleet management, and logistics support solutions. Our supply chains include:

- Vehicle and trailer manufacturers
- Parts and maintenance providers
- Logistics, transport, and recovery contractors
- Technology and telematics suppliers
- Professional and administrative service providers

Our supply chains are primarily based in the United Kingdom, Ireland, and mainland Europe, with occasional sourcing from other regions where specialist components or services are required.

Countries of Operation and Supply

We currently operate in:

- United Kingdom – headquarters, core fleet operations, maintenance, and customer support
- Ireland – leasing services

We assess potential risk by reviewing:

- Country-level labour rights indicators (e.g., Global Slavery Index, ILO reports)

- Nature of the work (manufacturing, logistics, maintenance)
- Reliance on low-skilled or temporary labour
- Supplier history and compliance documentation

High-Risk Activities

While Hireco's operations are generally low risk, we recognise higher-risk areas including:

- Manufacturing supply chains, particularly where subcomponents may originate from regions with weaker labour protections
- Third-party transport, logistics, and maintenance services that may rely on agency or temporary labour
- Cleaning and facilities services engaged at sites operated by Hireco or partners

These risks were identified through supplier mapping, external guidance, and past due-diligence reviews.

Responsibility

Responsibility for anti-slavery initiatives within Hireco is assigned as follows:

- Policies: The Group HR and Compliance Department develops, reviews, and updates relevant policies.
- Risk Assessments: Conducted by Compliance, Procurement, and Operations teams jointly.
- Investigations and Due Diligence: Led by the Compliance Team, with support from Procurement and external auditors where needed.
- Training: Organised and monitored by HR, with mandatory completion for relevant staff.

Relevant Policies

Hireco operates the following policies related to modern slavery prevention:

Whistleblowing Policy

We encourage employees, customers, and partners to report any concerns relating to unethical behaviour, including risks or instances of modern slavery. Reports can be made confidentially and without fear of retaliation.

Supplier Code of Conduct

Our suppliers must adhere to ethical labour standards, provide safe working conditions, and comply with all applicable laws. Serious violations may result in corrective action or termination of the business relationship.

Recruitment and Agency Workers Policy

Hireco only uses reputable employment agencies and verifies their compliance with UK employment law. We assess risks when engaging temporary or agency workers.

Due Diligence

We undertake due diligence when onboarding new suppliers and review existing suppliers regularly. This includes:

- Mapping supply chains to identify geographical or sector-specific risks
- Assessing new suppliers' modern slavery and labour standards
- Conducting audits when concerns are identified
- Requiring corrective action where risks are identified
- Using recognised databases and compliance tools to validate supplier practices
- Applying sanctions, including suspension or termination, for non-compliance

Performance Indicators

To measure our progress, Hireco is:

- Requiring all procurement-related staff to complete modern slavery training by Q4 2025
- Implementing enhanced supply chain verification procedures by 2025
- Completing a full review of existing suppliers by February 2026

Training

All staff involved in procurement, supplier management, operations, or facility oversight must complete mandatory modern slavery training. Training covers:

- How to identify potential signs of slavery and trafficking
- Supply chain risk factors in the fleet and logistics sector
- Steps to take when concerns arise
- Available internal and external support channels

Awareness Raising

We raise awareness across the business through:

- Internal communications
- Posters and digital signage at Hireco sites
- Periodic email reminders and training refreshers

Employees are reminded of the key principles of the Modern Slavery Act, how to recognise concerns, and how to report them.

This statement was approved on 22nd January 2026 by our board of directors], who review and update it annually.

CEO signature:



22nd January 2026