

Statement about modern slavery (financial year ending 31 Dec 2023)

Tructyre is committed to ensuring that all areas of our business and supply chain are free from slavery and human trafficking in line with the Modern Slavery Act. The approach we are taking is described in this statement. We will regularly review our measures to ensure this policy remains effective and appropriate.

Organisation's Structure

Tructyre are industry leaders in tyre management services. We provide services to retail and business customers throughout the UK.

Tructyre is owned by the Michelin group which has its headquarters in Clermont -Ferrand, France. The Michelin Group is present in more than 170 countries, has 100,000 employees and operates over 60 production plants in 17 different countries.

Our supply chain involves the procurement of tyres, related automotive parts, and a range of general services to the business. Our supply chains include:

- Consultants and advisors
- Contractors and sub-contractors
- Suppliers of goods, supplies, and materials; and suppliers of plant and machinery.
- Our procurement activities take place in England and our contractors and suppliers are predominantly UK and EU based. We purchase from leading tyre manufacturers directly as well as recognized brokers within the industry.

Policies

We actively endeavour to act ethically in all areas of our business and have in place effective controls to ensure slavery and human trafficking do not take place anywhere in our business or supply chains. We undertake appropriate due diligence when selecting suppliers to ensure compliance at every level. Within the business and our supply chain, we endeavour to:

- Identify and assess potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas and take appropriate action.
- Protect whistle-blowers.

Employee Obligations

We make our employees aware of the company's stance on modern slavery and expect them to remain vigilant about the risk. In all cases of concern, we expect them to raise the matter with the human resources department in a prompt manner.

Whistleblowing

Employees are encouraged to raise any concerns with their manager or the human resources department.

Supplier Adherence

We operate a zero-tolerance policy on slavery and human trafficking. Supply contracts incorporate appropriate provisions regarding compliance with the Modern Slavery Act 2015. As part of our initiative to identify and mitigate risk, we expect our delivery partners, organisations within our supply chain, and other companies we engage with to ensure their goods, materials, and labour-related supply chains are:

- Transparent, accountable, and auditable.
- Free from ethical ambiguities.

We intend to take the following further steps to combat slavery and human trafficking:

Management Responsibility and General Awareness

- Report progress to our management team.
- Raise awareness of this published statement by notifying organisations in our deliver partnerships and other companies with which we regularly engage.
- Prepare the next annual statement.

Remediation

- Act promptly where a compliance breach has been identified or flagged.
- Continue to feedback lessons learnt into the compliance risk management process.

Violations

Tructyre will take appropriate disciplinary action against any employee found to be involved in breaking the law in relation to child labour, forced labour, slavery and human trafficking. The company will also co-operate fully with external law enforcement agencies.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31st December 2023.



Signed By Nick Harley, Managing Director, and approved by the board of directors on the

7/3/2023