

# Modern Slavery and Human Trafficking Statement

## Introduction from the Chief Executive

Modern Slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We oppose slavery and human trafficking in all its forms and make this statement to set out the steps we have taken to ensure that there is no slavery or human trafficking in our business or in our supply chains.

## Organisation's structure

Rotala PLC is the holding company for a group of companies mainly providing transport services in the UK. The principal trading entities are Diamond Bus Ltd, Preston Bus Ltd, Rotala Shared Services Ltd, Hallmark Connections Ltd, Diamond Bus (North West) Ltd, Shady Lane Property Ltd and Hallbridge Way Property Ltd (the 'Rotala Group').

The Rotala Group operates across 8 sites within the UK.

Rotala Group operate wholly within the UK and its suppliers are also predominantly based in the UK or Western Europe. As a general principle therefore, it is considered that the risk of the business contracting with organisations engaged in or exposed to modern slavery or human trafficking is very low.

## Our supply chains

Our supply chains primarily includes:- fuel supply, vehicles, their maintenance parts and services, property and facilities services, professional services and consultancy services.

At present the Rotala Group is not aware of any part of its supply chain where modern slavery or human trafficking is an identified risk.

## Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## Due diligence processes for slavery and human trafficking

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

**Supplier adherence to our values**

We have zero tolerance to slavery and human trafficking. We vet suppliers and sub-contractors to ensure that they are committed to ethical labour practices, which includes a requirement for anti-slavery and human trafficking provisions in all our contracts with suppliers.

We only employ agency workers through reputable employment agencies that adhere to our anti-slavery and human trafficking policy.

**Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

**Our effectiveness in combating slavery and human trafficking**

The Rotala group continually monitors its effectiveness in combating modern slavery. As identified the group is not aware of any risks within its supply chain but if this status changes or a risk is identified the group will undertake an internal review, or appoint an independent third party to undertake an external review, to allow greater insight on ways to tackle slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 30th November 2021. It was approved by the board on 7th September 2021.

**Simon Dunn,**  
**Chief Executive Officer**