



**Scot Group Southern Limited
(the "Company")**

**SLAVERY AND HUMAN TRAFFICKING
STATEMENT FOR THE FINANCIAL
YEAR ENDING 31 MARCH 2021**

REVIEWED 2 August 2021

INTRODUCTION FROM THE MANAGING DIRECTOR

Slavery and human trafficking remains a serious challenge within our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

ORGANISATION'S STRUCTURE

Scot Group Southern Limited is the holding company of Scot Group Limited. Scot Group Limited trades as Thrifty Car and Van Rental which is the largest privately owned rental company in the UK.

Subsidiary undertakings

The company is the ultimate holding company of the following subsidiaries whose results are included in the consolidated accounts:

	Country of Registration	Percentage of ordinary share capital held	Principal activity
Scot Group Limited	England and Wales	100%	Vehicle hire
Clifton Garage Limited	England and Wales	100%	Dormant
Scot Insurance Services Ltd*	England and Wales	100%	Dormant
Scot Developments Ltd *	England and Wales	100%	Dormant
Flightform UK Limited	England and Wales	100%	Holding Company
Flightform Limited*	England and Wales	100%	Dormant
Flightform Edinburgh Ltd*	England and Wales	100%	Dormant
Car Rental Limited*	England and Wales	80%	Dormant
Hire Vehicles Limited*	England and Wales	100%	Dormant

* indirect subsidiaries

The group has an annual turnover in excess of £36m.

OUR BUSINESS

The business operates as the parent company of a car and van rental business

OUR SUPPLY CHAINS

The groups supply chain include suppliers within the automotive industries and those related to property and facilities.

We continue to monitor our supply chain practices in order to ensure compliance.

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. We are committed 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

As part of our initiative to identify and mitigate risk -

- All recruitment is handled through our Centralised Recruitment team so that corporately we know the background of each employee. Payroll service is also run centrally ensuring we have a payment structure that is entirely compliant with UK legislation.
- Where possible we build long standing relationships with local and national suppliers and make clear our expectations of business ethics through our Company Values and our Employee Code of Conduct;
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values. We continue to evolve our internal processes to ensure suppliers adhere to our practices and the law on the prevention of Modern Slavery and Human Trafficking.

The Board of Directors are responsible for compliance in their respective departments and for their supplier relationships.

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 guidelines to relevant members of staff. All Directors have been briefed on the subject.

OUR EFFECTIVENESS IN COMBATTING SLAVERY AND HUMAN TRAFFICKING

We use the following key performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- Use of labour monitoring and payroll systems; and
- Level of communication and personal contact with next link in the supply chain and their understanding of, and compliance with, our expectations.

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 current financial year

Martin Wilson
Managing Director
Scot Group Southern Limited
2 August 2021