

WH BENCE (COACHWORKS) LTD
MODERN SLAVERY ACT AND ETHICAL TRADING POLICY



WH Bence are committed to improving our practices to combat slavery and human trafficking. We take our obligations under the Modern Slavery Act 2015 very seriously and have a robust working practice to comply. This policy document sets out those practices and gives insight into the supply chain and business processes of the company.

Our organisational structure is that we are a family business, founded in 1983 and pride ourselves on the experience and expertise we can always rely on. We ensure that the values, aims and behaviours that set our company apart from its competitors are fully communicated to our Staff, Customers and Clients alike. Our supply chain forms an integral part of our business and every supplier is evaluated before engagement. We work with a variety of consultants who assist us in our compliance with international standards and the law.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain 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 within our supply chain.

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a review of the controls undertaken by the supplier in that they have a policy in place. Imported produce from sources outside of the UK and EU are potentially more at risk for slavery/human trafficking issues. The level of management control required for these sources will be continually monitored. The company will not support or deal with any business knowingly involved in slavery or human trafficking.

At W H Bence we believe strongly in ethical principles. We are proud to guarantee that we trade according to the following Ethical Trading Criteria:-

- All employment is freely chosen
- Working conditions are safe and hygienic
- Child labour is not used
- Wages are fair and comparable to industry standard and will always exceed minimum wage
- Deductions from wages as a disciplinary measure shall not be permitted
- Working hours are not excessive
- No discrimination is practiced
- No harsh, cruel or degrading treatment of practices are allowed
- No bribery, corruption, blackmailing or bullying is permitted
- Third Party Suppliers and buyers are both free to sell and buy from any number of other businesses. No restrictions, as a way of guaranteeing business, are allowed.

We also request all our suppliers to confirm that their businesses operate on these ethical criteria.

The Company Directors shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the Company or its supply chains.

Any concerns from any member of our staff regarding a likely risk of, or actual, breach of our policy or the Legislation must be raised to the Directors as soon as possible.

This policy statement will be communicated internally especially to new starters upon induction and reviewed annually within our management processes.

A handwritten signature in black ink, appearing to read "O. Brown".

OLIVER BROWN
MANAGING DIRECTOR
APRIL 2024