



**Scot Group Ltd t/a Thrifty Car & Van
Rental
(the “Company”)**

**SLAVERY AND HUMAN TRAFFICKING
STATEMENT FOR THE FINANCIAL
YEAR ENDING 31 MARCH 2020
REVIEWED 1 SEPTEMBER 2020**

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

Thrifty Car and Van Rental is the largest privately owned rental company in the UK. We carry a wide range of fleet from economy vehicles to family saloons, estate cars to 4x4s, an extensive luxury collection and a wide ranging commercial fleet.

We operate a far reaching branch network from Inverness in the North to Truro in the South West, managed through three operating regions.

We have centres in High Wycombe and Exeter accommodating our corporate functions.

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

OUR BUSINESS

Our business trades as Thrifty Car & Van Rental. Scot Group Limited holds the UK Franchise of the Thrifty brand for all UK operations.

OUR SUPPLY CHAINS

Our supply chains 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 Central 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.

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 COMBATING 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 Limited
1 September 2020