

## CORPORATE STATEMENT/PUBLIC

# Modern Slavery Statement

Owner - The Executive Board of end-to-end Total Loss Management Limited

### **Statement:**

End-to-End Total Loss Vehicle Management (e2e) is committed to ethical principles and ensuring there is no modern slavery or human trafficking in any part of its business. This statement applies to all persons who act on its behalf in any capacity, including employees at all levels, directors, consultants, contractors, agency workers, volunteers, business partners and supply chain.

This statement on slavery and human trafficking is published on behalf of e2e and its subsidiaries NSG and NSA pursuant with section 54(1) of the Modern Slavery Act 2015. References to “we”, “us”, “our” and “e2e” are these companies.

### **Our organisation**

e2e is a UK based company which provides vehicle salvage and recycling services to the insurance industry, fleet operators and other businesses requiring vehicle salvage solutions. e2e is a hub and spoke operation controlled from one central point, providing clients with one point of contact for all correspondence, support and management information. Services are managed and delivered through a bespoke network which is strategically placed to cover the whole of the UK and Ireland, including the Channel Islands, Isle of Man, Isle of Wight and Scottish Highlands (including smaller Scottish Islands).

### **Our supply chain**

e2e will only work with critical suppliers which are ISO27001 certified by a UKAS registered body or are actively working towards certification of this standard. Due diligence on potential critical suppliers will include evidence of the following as a minimum requirement:

- Information Security Policy
- Data Protection Policy
- Data Retention Policy
- Business Continuity Policy
- Modern Slavery Policy
- ICO registration certificate
- Relevant Insurances

## Policies and commitments

Modern slavery and human trafficking are violations of fundamental human rights. They may take various forms, including slavery, bonded and forced labour, sex trafficking, child labour and domestic servitude. These criminal activities all deprive people of liberty in order to exploit them for personal or commercial gain.

As an ethical business and equal opportunities' employer, e2e is committed to creating and ensuring a non-discriminatory and respectful working environment for its staff and business partners which encourages reporting of concerns and expose of wrongdoing without any risk to individuals.

e2e does not tolerate any form of harassment or discrimination, including but not limited to gender, race, colour, religion, political views, union affiliation, ethnic background, disability, sexual orientation or marital status.

e2e's recruitment and people management processes are designed to ensure that all prospective employees are legally entitled to work in the UK and to safeguard employees from any abuse or coercion.

e2e's compliance and due diligence systems shall ensure that all persons acting on behalf of e2e comply with applicable laws and regulations and with the requirements adopted by e2e. e2e will and does not conduct business with any organisation, in the UK or abroad, which knowingly supports or is found to be involved in slavery, servitude and forced or compulsory labour.

A number of documents are relevant for further reading, which include, but are not limited to:

- Code of conduct
- QSP-030 Whistleblowing policy
- QSP-035 HR and Anti-Bullying Statement

## Embedding the commitments

e2e seeks to embed its stated commitments by ensuring:

- Staff involved in recruitment activity are aware of and follow modern slavery guidance on GOV.UK
- e2e's procurement strategies and contract terms and conditions include references to modern slavery and human trafficking
- Consideration of modern slavery risks and prevention activities are reviewed annually
- Continual action to embed a zero-tolerance policy towards modern slavery
- Staff are encouraged to report to their manager at the earliest opportunity, if they suspect or believe there has been a breach of the Modern Slavery guidelines, or that a breach may occur in the future
- All staff read, understand and comply with the Modern Slavery Policy Statement
- Awareness training is regularly provided to staff on the Modern Slavery Act 2015 and informing them of the appropriate action to take if they suspect a case of slavery or human trafficking
- Staff are reminded of the systems in place to encourage the reporting of concerns and to protect whistleblowers

### Requirements of employees and the Company

Overall responsibility for complying with the Modern Slavery statement lies with e2e's Chief Executive Officer.

Senior management shall also take responsibility for implementing this statement and be responsible for ensuring that all those who report to them understand and comply with these requirements.

It is the responsibility of the Operations Manager to review this statement every 12 months and to ensure any amendments are made, any changes in regulations are adhered to, and communicated to all employees within e2e.

### Sign off and implementation

This statement is made in pursuant to section 54(1) of the Modern Slavery Act. e2e's Chief Executive Officer approved this statement on behalf of the Board in September 2021 and became effective on that date.

### 7. Version Control

Reviewed and approved in March 2023