

Modern Slavery and Human Trafficking Statement 2020/21

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Ardent Hire has taken to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Ardent Hire has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Our Business

Ardent Hire is a self-drive construction equipment rental business with national UK coverage. Our main business focuses on house builders, civil engineering, infrastructure and utility contractors. Our financial year ends on 31st March.

Our business has three main areas: Operations, Sales and Finance (which includes Procurement and Fleet Sales) and employ around 250 colleagues. While we do not believe we have a high risk, we can have most impact on modern slavery and human trafficking by focusing our efforts on our supply chain and so this is our priority.

Our Policies

We operate several internal policies/processes to ensure that we are conducting business in an ethical and transparent manner. These include:

Modern Slavery & Human Trafficking policy This policy sets out our stance on modern slavery and explains how colleagues can identify any instances of this and where they can go for help.

Recruitment policy We operate a robust recruitment policy, including conducting eligibility to work in the UK to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing policy We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Near miss reporting This reporting protects employees who have witnessed near miss incidents and any unsafe acts - anonymously if they wish.

Our Suppliers

Ardent Hire operates a supplier policy and maintains a preferred supplier list. We conduct supplier audits on all suppliers before and during the term of supply agreements. These checks can include online searches to ensure that organisations have no previous convictions relating to modern slavery and on-site audits which include a review of working conditions. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

In addition to the above, as part of our contract with suppliers, we require that they confirm to us that:

1. They have taken steps to eradicate modern slavery within their business;
2. They hold their own suppliers to account over modern slavery;
3. They pay their employees at least the national minimum wage/national living wage;
4. We may terminate the contract at any time should any instances of modern slavery come to light.

Last financial year we introduced formal quarterly reviews with our major suppliers to ensure compliance and maintain awareness of the issue.

Training

During 2019/20 our procurement/buying teams were actively involved in a review of the Modern Slavery policy. All our colleagues know that they should raise any suspicions around instances of modern slavery or human trafficking to their manager. Any new colleagues are briefed on our stance on modern slavery when they join us and an awareness raising campaign will be conducted for all Ardent colleagues in the summer of 2020 which will include talk box talks on the subject and regular communication throughout the year. All line managers will receive recruitment training in 2020/21 which also include how to spot signs of modern slavery.

Previous Incidents

There were no reported incidents of Modern Slavery or Human Trafficking in Ardent or, to the best of our knowledge, in our supply chain during the 2021/22 financial year.

Approved on behalf of the Ardent Hire Solutions Ltd Board:

A handwritten signature in black ink, appearing to read 'J. P. Fish', with a long horizontal line above it.

Jeremy Fish
C.E.O.
1st April 2020