

Modern Slavery and Human Trafficking Statement

(for the Financial Year ending 31 March 2027)

1. Introduction

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by **Direct Valeting Ltd** to prevent modern slavery and human trafficking in our business operations and supply chains.

Direct Valeting Ltd is committed to acting ethically, transparently and with integrity in all business dealings and relationships. We take a zero-tolerance approach to modern slavery and human trafficking and are committed to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our business or supply chains.

2. Our Business and Supply Chains

Direct Valeting Ltd provides vehicle valeting and related services within the UK automotive sector. Our workforce consists of directly employed staff and, where applicable, self-employed contractors engaged on a lawful basis.

Our supply chains primarily include:

- Labour providers (where used)
- Cleaning and vehicle care product suppliers
- Equipment and uniform suppliers

We operate predominantly within the United Kingdom, where the risk of modern slavery is considered lower; however, we remain vigilant to potential risks across all areas of our operations.

3. Policies and Governance

We have implemented relevant policies to support our commitment to combatting modern slavery, including:

- A Modern Slavery and Human Trafficking Policy
- A Code of Conduct applicable to employees and contractors
- Right to Work and identity verification procedures

- Grievance and whistleblowing mechanisms

These policies are designed to protect workers' rights and to ensure fair, lawful and ethical employment practices.

4. Due Diligence Processes

To mitigate the risk of modern slavery, Direct Valeting Ltd:

- Conducts Right to Work checks on all workers before engagement
- Ensures all workers provide services voluntarily and can leave with reasonable notice
- Prohibits recruitment fees, document retention, or coercion of any kind
- Requires compliance with UK National Minimum Wage and National Living Wage legislation
- Undertakes supplier due diligence where third-party labour or services are used

If labour agencies are engaged, we will require confirmation that they comply with anti-slavery legislation and ethical employment standards.

5. Risk Assessment and Management

We recognise that modern slavery risks may arise through:

- Use of temporary or agency labour
- Subcontracted services

Risk is managed through:

- Clear contractual terms
- On-site oversight of workers
- Awareness of indicators of exploitation
- Escalation procedures for suspected concerns

To date, we have not identified any incidents of modern slavery or human trafficking within our operations or supply chains.

6. Training and Awareness

Management staff are made aware of:

- The risks of modern slavery
- Indicators of exploitation
- Appropriate reporting mechanisms

Workers are informed of their rights, pay arrangements, working hours, and avenues for raising concerns without fear of retaliation.

7. Reporting and Remediation

We encourage all employees, contractors, and stakeholders to report concerns relating to modern slavery or human trafficking. Any concerns raised are taken seriously and investigated promptly.

Where any breach is identified, appropriate corrective actions will be taken, including termination of supplier relationships if necessary.

8. Approval

This statement has been approved by senior management and will be reviewed and updated annually.

Signed:

Jason Carpenter

Position: Director

Company: Direct Valeting Ltd

Date: 12 May 2026