Anti-Slavery, Human Trafficking & Forced Labour Policy

At Excel Trucks Ltd, we are committed to conducting business with integrity and creating a working environment where everyone can be at their best. This includes upholding global policies and processes to avoid any potential complicity in all forms of modern slavery, including forced labour, human trafficking, and child labour, related to our operations or supply chain. The Directors have ultimate accountability for managing risk of forced labour and child labour. We are committed to acting ethically and with integrity in all our business relationships and taking reasonable steps to ensure slavery and human trafficking are not taking place in any organisation that has any sort of a business relationship with our Company.

At Excel Trucks Ltd, we ensure we respect human and environmental rights including all forms of modern slavery in our operations and supply chain. We continuously take steps to improve and evolve our approach. Our workforce is typically highly skilled and in permanent employment.

Our principles related to human rights:

- We are committed to protecting and preserving the rights of our employees, those employed in our supply chain, and those affected by our operations;
- We are committed to acting in a socially responsible manner, complying with applicable laws, and respecting the communities where we operate;
- We believe that all employment should be freely chosen and commit to refrain from any form of forced or involuntary labour or human trafficking;
- We are opposed to the use of any form of child labour or practices that inhibit the development of children;
- We are alert to the risks vulnerable people may face and seek to ensure that this group is free from discrimination and exploitation, and;
- We will only work with suppliers whose core values and commitment to ethical business conduct matches our own.

We work in partnership with customers and competitors in our industry and beyond to seek to share and implement best practice ethical business practices.

Our policies cover our commitment to ensure human rights standards are met and help make sure our suppliers uphold similar standards. We will only work with partners who demonstrate the same commitment to high standards of ethical conduct.

At Excel Trucks, we strive to create an environment where everyone feels valued and actively encouraged to speak up about questions or concerns without fear of negative consequences. This is a vital part of enhancing our culture of inclusion and belonging.

In the event that any investigation identifies confirmed or potential victims of modern slaver we will work to the best interests and protection of these individuals or groups and apply remediation which mitigate the impact on the most vulnerable people.

Identifying, assessing, mitigating modern slavery in our supply chain:

Our supplier code is the foundation of our approach to managing modern slavery risk within our supply chain. Related principles include:

- “Child Labour: Suppliers must not employ anyone under the age of 15 years or, where it is higher, according to the applicable law, the mandatory national school leaving age.”
- “Modern Slavery & Forced Labour: Suppliers must never use or support practices that inhibit the development of children in accordance with applicable ILO conventions. We believe that all employment should be freely chosen.”

In the event that a risk or violation is identified in our own operations or supply chain, the risk or violation is weighted and prioritised and appropriate steps taken to mitigate the risk or address the violation. Employees can report any suspicions of slavery either through the Company's Public Interest Disclosure (Whistleblowing) policy or externally to the Modern Slavery Helpline. Details are set out below:
https://modernslavery.co.uk/contact.html 0800 0121 700.

Signed:

Ben Dales

Managing Director

Reviewed: July 2026

Next review: July 2027