

## **Modern Slavery and Human Trafficking Statement 2024**

**Petit Forestier UK Ltd**

**Date Published: July 2025**

**Financial Year End: 31 December 2024**

**Approved by the Board: 30 July 2025**

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### **Introduction**

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Petit Forestier UK Ltd's modern slavery and human trafficking statement for the financial year ending 31 December 2024. It supports our Modern Slavery and Human Trafficking Policy and outlines the steps we have taken to prevent modern slavery in our own operations and our supply chains.

Modern slavery is a crime and a violation of fundamental human rights. It includes slavery, servitude, forced and compulsory labour, and human trafficking, all of which involve the exploitation of individuals for personal or commercial gain. Petit Forestier UK Ltd recognises its responsibility to take a robust approach to identifying and eliminating the risks of modern slavery and human trafficking across its operations.

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### **Organisational Structure**

Petit Forestier UK Ltd is part of the Petit Forestier Group, the European leader in refrigerated vehicle and container rental. Our UK operations include a network of depots and workshops, with our Head Office located in Dordon, Warwickshire.

The Petit Forestier Group operates in 21 countries across Europe, Africa, the Middle East, and the United States, employing over 5,000 people globally and generating an annual turnover of approximately €1,075 million.

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### **Recruitment and Our Workforce**

Our workforce includes individuals recruited both domestically and from overseas, sometimes with the support of approved third-party recruitment agencies. We recognise that international recruitment can carry a higher risk of exploitation and are committed to managing these risks through robust controls.

We confirm that:

- Employment is freely chosen, with no forced or bonded labour.
  - All employees are required to present valid right-to-work documentation before employment commences.
  - No worker-paid recruitment fees are permitted at any stage.
  - Original identification documents are not retained.
  - All staff receive a full induction covering their rights, working conditions, and access to support.
  - We promote a safe, inclusive, and fair working environment where discrimination, coercion, or abusive practices are not tolerated.
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### **Our Supply Chain**

Our supply chain includes vehicle suppliers, equipment manufacturers, service providers, and maintenance contractors. We are committed to working with partners who share our ethical values and uphold human rights.

To ensure adherence to our standards:

- All suppliers and contractors must confirm they have Modern Slavery Statements (if legally required) or adhere to equivalent anti-slavery commitments.
- We require our suppliers to:

- Prohibit child labour
- Prevent inhumane treatment
- Avoid discrimination
- Ensure fair wages, safe conditions, and reasonable working hours
- Avoid worker-paid recruitment fees

We apply a risk-based approach to supplier onboarding and conduct due diligence and ongoing monitoring, particularly in higher-risk sectors such as cleaning, maintenance, and logistics. Where necessary, we offer guidance or request improvement plans.

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### **Training and Awareness**

Training is delivered to all employees, with tailored content for those in recruitment, procurement, and operations roles. The training covers:

- The forms and risks of modern slavery
- How to identify signs of exploitation
- How to escalate concerns internally and externally

Training is reviewed and refreshed annually and forms part of our wider compliance and ethical conduct programme.

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### **Policies and Reporting Mechanisms**

We maintain the following policies to support ethical behaviour and empower staff to raise concerns:

- Modern Slavery and Human Trafficking Policy
- Code of Conduct
- Grievance Policy
- Dignity in the Workplace Policy
- Health and Safety Policy
- Whistleblowing Policy

Concerns can be reported through multiple channels, including a confidential reporting email and directly to HR or senior leadership. We do not tolerate retaliation against any individual raising a concern in good faith.

Where serious breaches are identified, we will escalate to appropriate external authorities such as the Home Office or UK Border Force, where necessary and legally required.

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### **Progress and Key Actions in 2024**

During the financial year ending 31 December 2024, Petit Forestier UK Ltd has:

- Reviewed and updated its Modern Slavery Policy and reporting procedures.
- Continued its international recruitment with enhanced due diligence and stronger agency vetting.
- Delivered mandatory training across HR, recruitment, and operations teams.
- Requested updated modern slavery statements from all key suppliers and reviewed risk exposure in high-risk service areas.
- Strengthened internal monitoring and escalation protocols for non-compliance.

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### **Governance and Publication**

This statement has been reviewed and approved by the Board of Directors on 30 July 2025 and is signed by the Managing Director. It will be reviewed annually and published on the homepage of our UK website under the title "Modern Slavery Statement".

Steven Hanna

A handwritten signature in black ink, appearing to read 'Steven Hanna'.

**Managing Director**