

EVM UK Modern Slavery and Human Trafficking Statement 2025/26

Approved by the Board of Directors
EVM Direct Ltd (trading as EVM UK)
Financial Year Ending: 31 December 2025

1. Introduction

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by EVM Direct Ltd ("EVM UK") during the financial year ending 31 December 2025 to prevent modern slavery, forced labour, servitude and human trafficking within our business operations and supply chains.

EVM UK is committed to conducting business ethically, transparently and with integrity. We operate a zero-tolerance approach to all forms of modern slavery and are committed to ensuring that modern slavery does not exist within our organisation or supply chain.

This statement applies to EVM Direct Ltd trading as EVM UK and covers all business activities undertaken by the company in the United Kingdom.

2. Our Organisation, Business and Supply Chains

EVM UK is a specialist supplier, converter and distributor of passenger transport vehicles operating within the UK public and private sector transport markets.

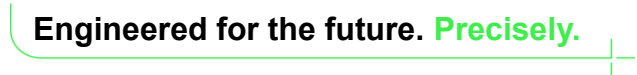
Our activities include:

- Supply and conversion of minibuses and specialist passenger vehicles
- Accessible and low-floor vehicle solutions
- Community transport and healthcare transport vehicles
- Vehicle engineering and homologation
- Vehicle servicing, warranty and aftersales support
- Supply of parts and technical support services

Our customers include:

- Local Authorities
- NHS organisations
- Community transport operators
- Educational transport providers
- Public sector bodies

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- Private PSV operators

Our supply chain includes:

- Vehicle manufacturers and chassis suppliers
- Vehicle conversion partners
- Engineering and component suppliers
- Parts and equipment manufacturers
- Logistics and transport providers
- Professional service providers
- Temporary labour and subcontracted support services

Our principal supply chain operates primarily within the United Kingdom and Europe, although some components and products may originate from global manufacturing markets.

3. Our Policies in Relation to Slavery and Human Trafficking

EVM UK operates a number of policies and procedures designed to minimise the risk of modern slavery within our business and supply chain, including:

- Anti-Slavery Policy
- Whistleblowing Policy
- Equality and Diversity Policy
- Supplier Approval Processes
- Recruitment and Employment Procedures
- Health and Safety Policies
- Code of Business Conduct

We are committed to:

- Acting ethically and with integrity in all business relationships
- Ensuring fair employment practices
- Preventing forced, bonded or involuntary labour
- Preventing child labour
- Ensuring employees are free to leave employment after reasonable notice
- Preventing abuse, intimidation or exploitation in the workplace

We expect the same standards from all suppliers, subcontractors and business partners.

4. Due Diligence Processes

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EVM UK undertakes due diligence procedures proportionate to the level of risk presented by suppliers and supply chain activities.

These measures include:

- Supplier onboarding and approval procedures
- Supplier risk assessments where appropriate
- Review of supplier policies and ethical standards
- Contractual obligations requiring compliance with applicable labour laws
- Ongoing supplier relationship management
- Escalation procedures where concerns are identified

Where practical and proportionate, EVM UK seeks confirmation from suppliers that they:

- Comply with the Modern Slavery Act 2015
- Operate appropriate employment practices
- Do not engage in forced, bonded or trafficked labour
- Maintain safe and lawful working conditions

We reserve the right to review or terminate relationships with suppliers found to be in breach of these standards.

5. Risk Assessment and Supply Chain Management

EVM UK recognises that certain industries and international supply chains may present increased risks relating to modern slavery and labour exploitation.

Areas identified as potentially higher risk include:

- Global manufacturing supply chains
- Imported vehicle components
- Temporary labour arrangements
- Logistics and transport services
- Low-cost manufacturing sectors

To manage these risks, EVM UK:

- Maintains oversight of key suppliers
- Prioritises relationships with established and reputable manufacturers
- Reviews supplier conduct where concerns arise
- Encourages transparency and ethical business practices
- Includes anti-slavery expectations within supplier relationships and procurement activity

At the date of this statement, EVM UK is not aware of any incidents of modern slavery within its direct business operations.

6. Measuring Effectiveness

EVM UK continues to monitor the effectiveness of its anti-slavery measures through:

- Review of supplier relationships
- Monitoring of any whistleblowing or grievance reports
- Recruitment and employment compliance checks
- Internal management oversight
- Periodic policy review

Performance indicators may include:

- Number of reported modern slavery concerns
- Completion of employee awareness training
- Supplier compliance reviews undertaken
- Corrective actions implemented where necessary

No incidents of modern slavery were identified within EVM UK during the reporting period.

7. Training and Awareness

EVM UK recognises that awareness and vigilance are essential in preventing modern slavery.

Relevant employees are provided with awareness of:

- Modern slavery risks
- Indicators of exploitation
- Reporting procedures
- Whistleblowing mechanisms
- Ethical procurement expectations

Training and awareness may form part of:

- Employee induction
- Management briefings
- Procurement and supplier engagement activities
- Periodic policy communication updates

Employees are encouraged to report concerns immediately through management channels or via the company whistleblowing process.

8. Reporting Concerns

EVM UK encourages employees, suppliers, contractors and stakeholders to report any concerns relating to modern slavery, unethical conduct or labour exploitation.

All reports will be treated seriously and investigated appropriately.

Concerns may be reported through:

- Line management
- Senior management
- Company whistleblowing procedures
- Relevant law enforcement agencies
- The UK Modern Slavery Helpline

UK Modern Slavery Helpline:

08000 121 700

[Modern Slavery Helpline](#)

9. Continuous Improvement

EVM UK is committed to continuously improving its approach to tackling modern slavery and strengthening ethical standards throughout its operations and supply chain.

Future actions may include:

- Further supplier engagement and monitoring
 - Enhanced supply chain transparency
 - Increased employee awareness activity
 - Review of procurement and supplier management processes
 - Ongoing policy development aligned with public sector procurement requirements
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10. Approval

This statement has been approved by the Board of Directors of EVM Direct Ltd and will be reviewed annually.

Signed:

Peter Flynn
Director
EVM Direct Ltd (trading as EVM UK)



Date: 26 May 2026

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