



Modern Slavery Statement 2021

LeasePlan UK Limited, LeasePlan Global B.V. & LeasePlan Corporation N.V.



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We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

ABOUT LEASEPLAN

LeasePlan's Car-as-a-Service business purchases, funds and manages new vehicles for its customers, providing a complete end-to-end service for a typical contract duration of three to four years. LeasePlan has more than 1.8 million vehicles under management in 32 countries. With over 50 years' experience, LeasePlan's mission is to provide what's next in sustainable mobility so our customers can focus on what's next for them.

OUR SUPPLY CHAIN

Our supply chain includes vehicle manufacturers, importers, dealers, traders and distributors, fuel management companies, service maintenance and repair suppliers, tyre suppliers, accident and rental management companies and suppliers in other supporting areas such as IT, procurement, professional services and marketing.

LeasePlan recognises the reliance we place upon our supply chain. Whilst we consider the risk of modern slavery (within our supply chain) to be relatively low, we are still mindful of the need to choose our business partners well, carry out appropriate due diligence before commencing a relationship, and remain alert to the indicators of modern slavery throughout our dealings.

Electric vehicle batteries require certain materials, especially cobalt and lithium, that have been associated with poor mining practices and human rights abuses. A failure to ensure satisfactory labour conditions and protect human rights in this supply chain could materially affect our own demand and our customers' demand for electric vehicles and therefore inhibit our ability to offer sustainable electric solutions. Through our participation in the Global Battery Alliance, convened by the World Economic Forum (we are a founding member of its Battery Passport Initiative), and in cooperation with key supply chain participants, we are in discussion on how best to ensure human rights abuses do not occur going forward, and that sustainable mining practices and traceability are embedded in battery manufacture.

OUR POLICIES AND CONTRACTUAL CONTROLS

Our Supplier Code of Conduct and Procurement policies govern the approach we take with selecting and managing our supply chain.

Our approach to and expectations of our staff are governed in our policies on Equal Opportunities, Recruitment and Selection, Voluntary Leaver, Whistleblowing and in our Employee Code of Conduct.

All of these are underpinned with the UK Anti-slavery Policy and have each been approved by the Senior Management of LeasePlan UK to reflect our commitment to acting ethically and with integrity and to operating effective systems and controls to remove the risk of slavery and human trafficking taking place within our supply chain.

These documents provide a framework for responsible business decisions in many everyday situations faced by our employees and Suppliers. Together these documents put our company values – commitment, expertise, passion and respect – into action.

The trust and confidence placed in us by our stakeholders – our clients, shareholders, suppliers, society and our employees – is crucial to the success of LeasePlan.

Only by conducting our business according to our ethical standards can we win – and retain – that trust and can we succeed in our mission of being recognised as the global leader in fleet management and driver mobility.

LEASEPLAN'S APPROACH TO COMBATTING SLAVERY AND HUMAN TRAFFICKING

To demonstrate our commitment to combatting slavery and human trafficking, LeasePlan Corporation NV and LeasePlan UK undertake the following activities, both directly within LeasePlan itself and indirectly through our supplier chain:

Due Diligence & Risk Management

- All new and existing suppliers are subject to counterparty due diligence (CDD) screening which includes screening for adverse media and enforcement notifications.
- All supplier contracts have Modern Slavery provisions incorporated through the LeasePlan Supplier Code of Conduct and/or through specific contractual clauses. All LeasePlan entities are required to ensure that their suppliers comply with the Supplier Code of Conduct or demonstrate that they have equivalent provisions in their own codes of conduct. These provisions usually give LeasePlan the right to terminate the agreement if a supplier is found to be in breach.
- Any LeasePlan UK tender for the provision of new services continue to require potential Suppliers to provide details of their Modern Slavery Policies, Statements and assurance regarding compliance.
- LeasePlan UK have modern slavery / supply chain management as part of our supplier risk assessment which is assessed prior to the supplier onboarding with LeasePlan.

Action Taken to Address Modern Slavery

It should be noted that no negative indicators were reported in the previous 12 months.

LeasePlan UK will know the effectiveness of the steps that it is taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices related to LeasePlan or its supply chain have been identified;
- Staff engaged in procurement and RMT (Repair, Maintenance and Tyres) supplier management have received training in modern slavery awareness;
- All employees have signed the Annual Compliance Declaration for the LeasePlan Code of Conduct and undertake mandatory compliance training courses;
- All employees go through a strict recruitment and selection process whereby we ensure they have a right to work and have gone through the required due diligence screening.

- Any adverse media reports for Suppliers in high risk areas identified as part of the Supplier CDD process are fully investigated to ensure that there is no modern slavery or human trafficking taking place or an alternative Supplier has been used.

Training & Awareness

- All LeasePlan employees have signed up to the LeasePlan Code of Conduct, either upon joining LeasePlan or on the annual refresh that took place in Q1 2021. This covers the LeasePlan principles of business that all employees are expected to follow: Honesty and Trust, Respect for Law, Human Rights, and Corporate Social Responsibility. Non-compliance with the LeasePlan Code of Conduct is taken seriously and any failure to comply with the Code of Conduct may lead to disciplinary action and could include termination of employment.
- The LeasePlan UK Anti-Slavery Policy is reviewed every 2 years to ensure ongoing compliance with all relevant legislation (last updated 26 September 2019) and non-compliance with this policy is a disciplinary offence
- LeasePlan has documented policies for reporting of Incidents and Whistleblowing to facilitate the reporting of incidents with regard to modern slavery and human trafficking. LeasePlan has made access to its Whistleblowing facility through internal dashboards and also on the LeasePlan Corporation website, enabling suppliers and other external parties to report incidents.
- LeasePlan UK has carried out training of procurement and RMT supplier management staff focusing on the risk areas for our supply chain, provided them with an understanding of the signs of modern slavery and highlighting what they can do if they suspect this is taking place.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes LeasePlan UK Limited's, LeasePlan Global B.V.'s and LeasePlan Corporation N.V.'s slavery and human trafficking statement for the financial year ending 31 December 2020.

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27/05/2021

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