

LeasePlan

Modern Slavery Statement 2018

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



## Modern Slavery Statement 2018

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 is one of the world's leading Car-as-a-Service companies, with 1.8 million vehicles under management in over 30 countries. LeasePlan manages the entire vehicle life-cycle for its corporate, SME and private customers, taking care of everything from purchasing, insurance and maintenance to car resale. LeasePlan's core businesses are Car-as-a-Service, a EUR 68 billion market, and CarNext.com, an independent marketplace for flexible used-car mobility solutions, serving a EUR 65 billion market. With over 50 years' experience, LeasePlan's mission is to provide what's next in mobility via an 'any car, anytime, anywhere' service – so you can focus on what's next for you.

### 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.

### OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

Our Supplier Code of Conduct and the UK Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in 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 DURING 2017/18

LeasePlan has undertaken the following activities to combat slavery and human trafficking, both directly within LeasePlan itself and indirectly through our supplier chain:

- LeasePlan UK has carried out a review of its Anti-Slavery Policy to ensure ongoing compliance with all relevant legislation.

LeasePlan has implemented Counterparty Due Diligence (CDD) for all new suppliers with an annual spend in excess of €10,000. This CDD includes screening for Adverse Media and Enforcement notifications.

- All new (and any renewed since 2016) supplier contracts now 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.

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 2017. 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.

- 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 (infonyt) dashboards and also on the LeasePlan Corporation Website, enabling suppliers and other external parties to report incidents.
- LeasePlan UK has carried out annual training of all staff within its procurement/buying teams. This training focused on the risk areas for our supply chain, provided staff with an understanding of the signs of modern slavery and highlighted what to do if they suspect this is taking place.

## LEASEPLAN'S ONGOING COMMITMENT TO COMBATTING SLAVERY AND HUMAN TRAFFICKING

Whilst we are confident that the ethics and values we promote, both internally and in our external dealings, minimise the opportunity for slavery and / or human trafficking to exist, LeasePlan is committed to further improvements in order to reduce the risk. During 2017 / 2018 LeasePlan UK are committed to the following:

- Annual refresh and internal communication of our Anti-Slavery policy
- Carrying out an assessment of our supply chain in order to further assess the risk posed and to enable LeasePlan UK to manage that risk moving forwards
- Continued training for procurement/buying teams



- Design and implementation of a supplier self-assessment
- Annual refresh of the Annual Compliance Statement for the LeasePlan Code of Conduct for all employees
- Communication to suppliers to promote awareness of the LeasePlan Whistleblowing facility

#### MODERN SLAVERY KEY PERFORMANCE INDICATORS

LeasePlan 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;
- Annual training of LeasePlan UK procurement/buying teams in Modern Slavery has been completed;
- All employees have signed the Annual Compliance Statement for the LeasePlan Code of Conduct; and
- 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.

It should be noted that during 2017/18 no negative indicators were reported.

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 2017.

Date 09 October 2018

Matt Dyer  
Managing Director  
LeasePlan UK Limited

Tex Gunning  
CEO  
LeasePlan Corporation N.V.

Managing Director  
LeasePlan Global B.V.

A large, abstract graphic composed of several overlapping, curved shapes in various shades of orange and red, creating a dynamic, modern background.

**LeasePlan Corporation N.V.**  
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