

## **Anti-Slavery and Human Trafficking Statement for financial year 2020/21**

### **Introduction**

We are committed to human rights and to ensuring that there is no modern slavery, child labour or human trafficking in any part of our business including our supply chains. The rights of our employees, of those employed in our supply chains, and those affected by our business are of the utmost important to us and we are committed to ensuring that these rights are fully protected. We believe that employment should be freely chosen and we stand against any form of involuntary labour and against the use of child labour.

Our Charter of Ethics 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, human trafficking and child labour is not taking place within our business or our supply chains.

### **About Our Business and Supply Chain**

Our vision at Flowbird Transport Ltd is to make journeys better. Our mission is to make it easier, safer and quicker for people to access and use public transport and to provide operators with the tools and information to serve their customers better. Our supply chain includes provision of both software and hardware solutions and services sourced both domestically and internationally.

### **Due diligence processes for slavery and human trafficking**

As part of our initiative to identify and mitigate risk within our business and supply chains we will:

- identify and assess potential risk areas,
- take action promptly and relentlessly where issues or concerns arise,
- monitor and assess on a regular basis,
- protect whistle blowers.

### **Supplier adherence to our values and ethics**

We have zero tolerance for any abuse of human rights, including slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place a supply chain compliance programme. This consists of:

- 1) performing risk based assessment of existing and potential suppliers,
- 2) engaging with selected suppliers based on the above risk assessment to understand their approach to ensure compliance to our policies,
- 3) assess second and third tier supply chain to provide end to end transparency where appropriate.

The Audit and Compliance team lead our compliance activities with my full support. They also have the full support of our Contract Management, Procurement and Human Resource teams who will ensure that we are both compliant and proactive in our approach.

## Training

To ensure a good understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training for relevant staff, particularly those that have oversight of areas where human rights issues are involved (for example, human resource and purchasing teams).

## Further steps

We will periodically review the effectiveness of the steps we have taken to ensure there is no slavery or human trafficking within our supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year 2020/21



Owen Griffith  
Managing Director