

Modern Slavery Statement

THE BOWRING GROUP

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking; all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

This statement is made on behalf of the Bowring Group of companies, which encompasses Bowring Transport Ltd, B&B Tractors, B&B Machinery, B&B Groundcare, B&B Plant, IFT Services, Thomas Irving Equestrian and Midland Landfill Ltd, and is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ended 31 May 2023.

We are committed to improving our practices to combat slavery and human trafficking.

ORGANISATIONAL STRUCTURE & SUPPLY CHAINS

Established in 1975, Bowring Transport Ltd is a privately owned company whose main activities are:

- Bowring Transport – road transport & logistics
- B&B Tractors – agricultural dealership
- IFT Services – metal fabrication
- Thomas Irving Equestrian – equestrian retail store
- Midland Landfill Ltd – landfill & recycling services

The company operates solely in the United Kingdom.

We internally review our supply chain to evaluate human trafficking risks and slavery risks, and we conduct supplier audits which review all aspects of the supply chain including safety, human trafficking, child labour and other legal requirements

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our businesses. Our 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 throughout our group of companies.

The organisation operates the following policies which describe its approach to ensuring the above:

- Whistleblowing Policy - The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can contact our Modern Slavery Officer Mr W Pitt, who can escalate any concerns directly to the Board of Directors.
- Employee Code of Conduct - The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.
- Supplier code of conduct - The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions.
- Recruitment policy - The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

OUR DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify risk and mitigate against such risks we nominate senior representatives of each business, who in turn report to the Modern Slavery Officer and Board of Directors.

We have systems in place across all our companies; our trading partners; and our supply chains to:-

- Identify inappropriate employment practices.
- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our own businesses or our supply chains.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our businesses, in our supply chains and in our business partners, we provide relevant training to our staff.

We also request our business partners to provide training to their staff and suppliers and providers.

APPROVAL

This modern slavery and human trafficking statement was reviewed in September 2024 and approved on behalf of the board of directors by:

James Bowring

Mr J W Bowring

Managing Director

Bowring Transport Ltd