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## **Modern Slavery and Human Trafficking Statement**

### Introduction

Ian Allan Group Ltd recognises that it has a responsibility to take a robust approach to slavery and human trafficking. We are committed to preventing slavery and human trafficking in our corporate activities, and to ensuring that our supply chains are free from slavery and human trafficking.

During this financial year Ian Allan Group has taken steps to ensure that slavery and human trafficking are not taking place in any of our supply chains or any parts of our own business. We are proud of the steps we have taken to combat modern slavery and human trafficking. This statement sets out the actions we have taken to ensure our supply chain and our organisation is free from slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our organisation's slavery and human trafficking statement for the financial year ending 30 November 2017.

### About Us and Our Supply Chains

The Ian Allan Group was founded in 1942 and remains a privately owned and family run business. Today the Group companies consist of, Ian Allan Publishing Ltd, Ian Allan Travel Ltd, Chase Organics Ltd, Ian Allan Motors Ltd, Tennay Properties Ltd and Ian Allan Miniature Railway Supplies Ltd.

All of our operations are based in the UK and the Group currently employs around 170 colleagues.

Ian Allan Group companies provide a range of goods and services to a diverse range of organisations and directly to the general public. These goods and services are provided both directly and in our capacity as an agent.

Many of our major suppliers including airlines and motor manufacturers have published Modern Slavery and Human Trafficking Statements and we are confident in their robust approach on this matter. Accordingly we consider our principal areas which carry material risks are sub-contractor supplies such as car valeting, premises cleaning and temporary staff.

### Policies

We operate the following policies that describe our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations:

The Ian Allan Group is committed to ensuring an organisational commitment to understanding the risks of modern slavery in accordance with our responsibilities under section 54 of the Modern Slavery Act 2015. The Ian Allan Group will ensure that there is no modern slavery in our business or supply chain.

As a responsible business we will not use or accept forced, incarcerated, coerced or indentured labour. Furthermore we will not accept child labour. We will do all we can to eradicate these practices through our own practices and by ensuring the same standards with any partners. We will audit our performance on an annual basis in line with our Equal Opportunity and Corporate Social Responsibility policies.

## **We will**

- Continue to operate in an equal opportunity employment, thriving as an ethnically and culturally diverse company.
- Treat our employees fairly, with dignity and respect whilst upholding their employment rights under universally acceptable international standards.
- Protect the health of our workforce and promote healthier lifestyles whilst developing their life and business skills, empower all our employees towards open and honest conversation with the company management and to report, without fear of retribution, known instances of abuse and disregarding of our core principles in this area.
- Educate our employees on the values and principles of sustainable development and the commitment of the company towards ethical business practices and the requirements to comply with specific legislation in regards to Modern Slavery and Anti-Bribery.
- Pay a living wage.

## Due Diligence

As part of our initiative to identify and mitigate risk.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will provide training to our staff to assist them in identifying and preventing exploitation.

## Approval

This statement has been approved by the organisation's Board of Directors, who will review and update it annually.



E P Allan  
Deputy Chairman  
**Ian Allan Group Ltd**

5 November 2018