

Modern Slavery Statement

Organisation

This statement applies to Edwards Coaches Ltd (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year April 2018 – March 2019.

Organisational structure

Edwards Coaches Ltd is a family run business based in South Wales that provides local school transport, local bus services and Coach Holidays both in UK and Europe. It also provides the National Express service for Wales and the South West.

The organisation is made up of 4 depots at Llantrisant, Llansamlet, Avonmouth and Pembroke, with a further 3 satellite stations at Wattstown, Abercynon and Newport. The organisation is supported by retail outlets based in Swansea, Cardiff, Blackwood, Merthyr and Neath.

The organisational structure is controlled by a board of Directors.

Definitions

The Organisation considers that modern slavery encompasses:

- Human trafficking
- Forced work, through mental or physical threat
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- Being dehumanised, treated as a commodity or being bought or sold as property
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing our supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery
- Measures in place to identify and assess the potential risks in our supply chains
- Undertake impact assessments of our services upon potential instances of slavery
- Creating action plans to address risk to modern slavery
- Recruitment and Selection policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistle blowing policy. We operate a whistle blowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
- Code of conduct. This code of conduct outlines the Company expectations of all employees in relation to their behaviour and personal conduct.
- Equality and Diversity policy. The Organisation is committed to maintaining a culture in which diversity and equality of opportunity are actively promoted free from any form of discrimination, harassment or bullying, where individuals are respected, treated fairly and able to give their best.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2010 and will be reviewed for each financial year.

Date of approval: 30th March 2019

Signed: *Mike Edwards*

Print name: Mike Edwards