



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT



PUBLIC

Introduction

CMAC Group are committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and will continue to improve our practices to combat each of these issues.

Structure of the organisation

The CMAC Group is comprised of CMAC Group Limited and its subsidiaries being CMAC Group UK Limited, CMAC Cabfind Limited, CMAC Partnership Limited, CMAC Europe IKE, Aircinks Solutions SL, CMAC International Limited and, Cabline National Holdings Limited and its subsidiaries Cabline UK Limited and Coach and Bus Limited.

CMAC Group provide a managed ground transport and accommodation solution to a wide variety of organisations, including clients in the travel, airline, rail, business continuity and events and conference sectors. CMAC provides the solution by accessing a nationwide network of approved transport and accommodation suppliers. Further information about the nature of our business can be found on our website at <https://www.cmacgroup.com>.

Policies/ Procedures/ Training

As part of our commitment to combating modern slavery, we have created a Modern Slavery Policy. This supplements the commitment we make towards labour standards when we induct new employees in to the business. All employees will be made aware of it and are expected to abide by it. We also undertake due diligence on our suppliers and make sure they are aware of our zero-tolerance position on this issue as well as our expectations of them.

When we take on new employees, we make them aware that we expect them to have 'dignity at work'. We advise them of our grievance procedure if they have concerns about matters such as their workload, conditions or bullying. We also have a whistleblowing policy which makes it clear to individuals what they should do if they suspect wrongdoing or dangers in relation to our activities. We also have an anti-harassment and bullying policy and a policy designed to ensure equality of opportunity.

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programme, employees are encouraged to identify and report any concerns. Employees are taught the benefits of being vigilant to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

We have achieved a standard accreditation by Investors in People("IIP").

Our Due Diligence Processes

Within our Businesses

We are of the view that it is highly unlikely that any of our employees could become a victim of modern slavery. Officers, managers and employees are well aware of our policies and procedures and any complaint would be treated seriously and promptly and thoroughly investigated. Our modern slavery policy advises managers to be aware of and recognise the signs of ill treatment as well as what to do.

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With our Suppliers

As part of the supplier onboarding process, we advise our transport solution providers that we are committed to preventing acts of modern slavery and human trafficking from occurring within our supply chain. We refer them to our modern slavery statement and signpost them to where they can find more information including training and awareness.


In addition, our modern slavery policy sets out what slavery/ servitude and trafficking is and what employees should do if they suspect it in our supply chain.

If we were to ever discover that slavery or trafficking were occurring either by consent, connivance or neglect on the part of the provider/ driver then we would immediately seek to terminate our relationship with the relevant supplier.

Planning for the future

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chains, we intend to continue to undertake due diligence of our supply chain and, monitor and work with our supply chain (with a focus on our accommodation providers), in order to tackle slavery and human trafficking.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes CMAC UK Limited's slavery and human trafficking statement for the financial year ending 31 December 2020.

A handwritten signature in black ink, appearing to be 'D Barrow'.

Signed:

Name: David Barrow

Position: Chief Financial Officer and Chief Operating Officer

For and on behalf of CMAC Group Limited and its subsidiary companies

23 June 2021