



Head office: Howe Moss Drive  
Kirkhill Industrial Estate, Dyce  
**Aberdeen** AB21 0GL  
T: +44 (0)1224 771122  
F: +44 (0)1224 774687  
E: info@arr-craib.co.uk  
[www.arr-craib.co.uk](http://www.arr-craib.co.uk)

2 Limekilns Road  
Blairlinn Industrial Estate  
Cumbernauld  
**Glasgow** G67 2RN  
T: +44 (0)1236 794580  
F: +44 (0)1236 782291

Malleable Way  
**Stockton-on-Tees**  
TS18 2QX  
T: +44 (0)1642 791500  
F: +44 (0)1642 783728

Unit C, Euro Centre  
North River Road  
**Great Yarmouth**  
NR30 1TE  
T: +44 (0)1493 330033  
F: +44 (0)1493 330688

## ARRC Holdings Ltd and subsidiaries Modern Slavery Transparency Statement for FY ending 31 March 2018

This statement sets out the steps ARRC Holdings Ltd and its subsidiaries are taking to reduce the risk of slavery and human trafficking in any part of their supply chain or business.

### Our Business

ARRC Holdings Ltd and its subsidiaries are leading providers of transportation and logistics services, with bases in Aberdeen, Cumbernauld, Stockton and Great Yarmouth. The Company operates over 200 vehicles and employs over 400 staff, many of whom have over 20 years' service. Annual turnover for FY 2017/18 was £50.8m.

We have a zero-tolerance approach to modern slavery and are committed to preventing slavery and human trafficking in our corporate activities.

All employees enjoy working conditions which meet or exceed legislative requirements. All employees enjoy remuneration which meets or exceeds legislative requirements.

Re suppliers, the relationship with the majority is mature and has been established over many years. The Company operates in a sector (UK transport and logistics) where there is little evidence of modern slavery in the supply chain. Consequently the Company adopts a risk-based approach to modern slavery - if we perceive there is a genuine risk we will undertake appropriate action.

This statement sets out the Company's actions to understand all potential modern slavery risks related to business and ensure steps are maintained to prevent slavery and human trafficking.

### Our policies on 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 business. We are committed to acting ethically and with integrity in all our business relationships and, where we perceive there is genuine risk, to implementing effective systems to ensure slavery and human trafficking is not taking place in our supply chains. To date we are not aware of any modern slavery or human trafficking activities within our supply chain and believe the risk of same is low. However, if that changes and we perceive there is a genuine risk we will act immediately in accordance with our legal and moral obligations.

/Over

ARR CRAIB TRANSPORT LIMITED.  
Registered in Scotland No: SC75026  
ARR CRAIB TRANSPORT (NEE) LIMITED.  
Registered in Scotland No: SC378345  
Registered Office: As Head Office  
All goods carried subject to RHA  
Conditions of Carriage 2009



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

If we perceive there is a genuine risk we will implement / have implemented systems to:

- Monitor medium to high risk areas in our supply chains,
- Protect whistle blowers (**NB:** mature system in place),
- Conduct rigorous checks to verify the identity of each worker and their right to work in the UK (**NB:** mature system in place),
- Audit the supply of temporary work agencies against legislative compliance (**NB:** mature system in place), and
- Monitor payroll systems (**NB:** mature system in place).

With regards to supply chains, our point of contact is preferably with a UK company or branch and we reasonably expect these entities to have suitable modern slavery and human trafficking policies and processes. However, given our belief that the risk is low (as explained above) we do not conduct 'one-up' diligence on the next link in the supply chain. Once again, if that changes and we perceive there is a genuine risk we will act immediately in accordance with our legal and moral obligations.

### **Training**

We remain dedicated to our policies and practices in this area and will continue to develop further measures, including the training of staff where appropriate, to further reduce the risk of slavery and human trafficking taking place within our own business and across our supply chains. Staff are expected to report concerns and management are expected to act upon them. All Directors have been briefed on the subject.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes our Company's slavery and human trafficking statement for the Financial Year ending 31 March 2018.

Signed for ARRC Holdings Ltd and subsidiaries



Mike Simpson  
*Chief Operating Officer*

28 September 2018