



MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Lloyds Coaches Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2026/27

B) DEFINITIONS

Lloyds Coaches 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 or 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.

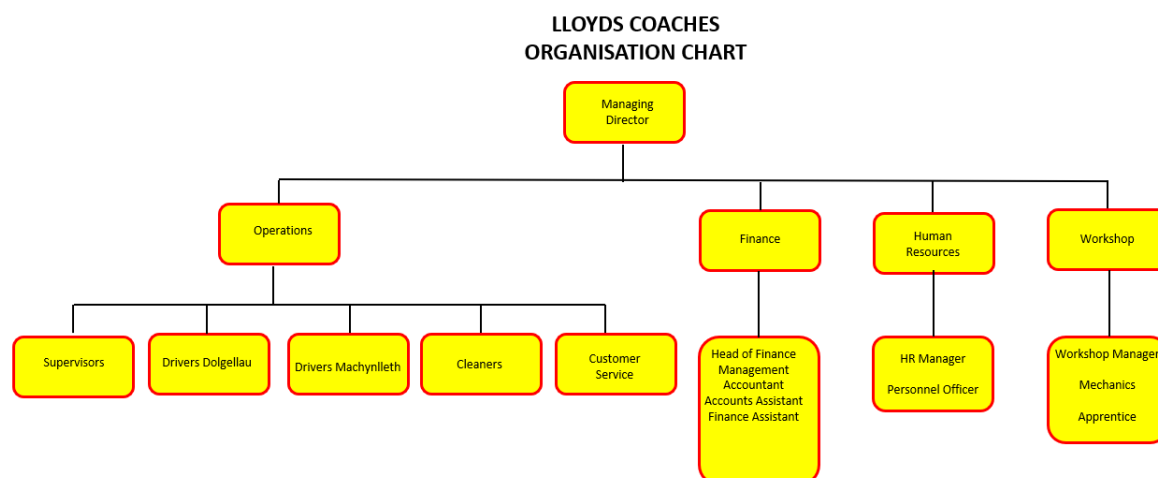
C) COMMITMENT

Lloyds Coaches has an annual turnover below £36m and as such is not subject to the provisions of the Modern Slavery Act. Nevertheless, as an ethical and values-driven organisation it acknowledges responsibilities in relation to tackling modern slavery and commits to operating and conducting business within the spirit of 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.

Lloyds Coaches 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 Lloyds Coaches 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 in the UK.

D) ORGANISATIONAL STRUCTURE



The labour supplied to the Organisation in pursuance of its operation is carried out in Machynlleth, Dolgellau and across the bus network.

E) SUPPLY CHAIN STRUCTURE

In order to fulfil its activities, the Organisation's main supply chains include those related to the supply of vehicle parts, fuel, uniform and office consumables from various suppliers in both the United Kingdom and China.

The majority of suppliers are located in the UK and purchases are made directly, with the exception of uniforms which are provided via the government department Transport for Wales. We understand that the Organisation's first-tier suppliers are intermediary traders and therefore have further contractual relationships with lower-tier suppliers.

Where possible the Organisation aims to procure its goods and services from local suppliers and service providers. It aims to support and contribute to a sustainable and strong local economy, which in turn provides stability and opportunity for the local community to prosper and benefit. It believes this also reduces the risk of exploitation in a more complex tiered supply chain.

F) ASSESSING AND MANAGING RISK

In general, the Organisation considers its exposure to slavery/human trafficking to be limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist in the purchase of incidental consumables made via online retailers.

G) DUE DILIGENCE IN RELATION TO MODERN SLAVERY

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.

H) TRAINING

Lloyds Coaches provides training to its managerial and supervisory staff to effectively implement its stance on modern slavery: training is delivered via online e-learning platforms and includes the Welsh Government training delivered through the NHS Wales e-learning platform, as well as through the Organisation's business advisor's.

I) STEPS

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

Whilst falling outside the criteria requiring compliance with section 54(1) of the Modern Slavery Act 2015, Lloyds Coaches has taken the following steps to ensure that modern slavery is not taking place:

- Completed a Modern Slavery Risk Assessment (to be reviewed periodically)

J) MODERN SLAVERY COMPLIANCE RESPONSIBILITIES

As an organisation falling outside the criteria of section 54 (1) of The Modern Slavery Act 2015 and having limited personnel supporting the core business of the Organisation; driving buses and delivery an efficient bus service, responsibility for Modern Slavery compliance is shared between the Management Team. All concerns regarding modern slavery should be addressed, in the first instance, should be addressed to the Human Resources Manager who will then undertake relevant action in relation to Lloyds Coaches' obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval by Dan Lloyd, Managing Director

Signed.....

Miranda Cooke, HR Manager

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