

# Pirtek Europe Limited Modern Slavery Act Transparency Statement

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# Introduction

This statement is made by Pirtek Europe Limited (**Pirtek**) pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 March 2023 and sets out the steps that we take to ensure that modern slavery and human trafficking are not taking place in the Group's business or supply chains.

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## Our business & supply chains

Pirtek is Europe's leading provider of emergency on-site hydraulic hose replacement services. Pirtek Europe Limited is the holding company of the Pirtek group of companies that operates in eight European countries (**Group**). The Group is made up of the following companies to which this Modern Slavery Statement applies:

- Pirtek Europe Limited (03232759)
- Pirtek B.V (24273489)
- Pirtek Liege srl (0886880601)
- Pirtek Brussel BVBA (0714885644)
- Pirtek Lummen BVBA (0732505396)
- Pirtek Rotterdam Noord B.V. (57919097)
- Pirtek Europoort B.V. (71097228)
- Pirtek Deutschland GmbH (HRB27961)
- Pirtek Austria GmbH (FN378979y)
- Pirtek 24/7 HydraulikService GmbH (FN533526a)
- Pirtek (UK) Ltd (02301810)
- CSS Hydraulics Limited (Exeter) (13294860)
- CSY Hydraulics Limited (Plymouth) (13917237)
- CSK Hydraulics Limited (York) (14345751)
- Pirtek Sweden AB (556791-4113)
- Pirtek France Holding SAS (902 059 484)
- Pirtek Hydraulique Service SAS (421 455 650)

The Group's subsidiaries support a network of franchisees in each country through the supply of products and support services, with the exception of Sweden, France and a small number of the franchises in the UK, Austria and Belgium which are owned by the Group.

Pirtek's mission is to provide a rapid high quality service, 24 hours a day, 365 days a year. The majority of the work undertaken by our franchisees and owned businesses involves the replacement of damaged hydraulic hoses via mobile service engineers. Pirtek places great emphasis on training and the safety of technicians and is committed to on-going and continuous improvement in the service we offer our customers.

Pirtek has long standing "key relationships" in place with around 10 key suppliers in Europe with the largest proportion of its hoses and fittings being manufactured in Italy. Pirtek values its supplier relationships and has very low turnover amongst its key suppliers.

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# Profile

Ireland, France, Germany, Austria, The Netherlands, Belgium, Sweden

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|--|---|---|
|  <p>Operating in<br/><b>8</b> countries</p> |  <p>Long term supplier<br/>relationships based<br/>in Europe</p> |  <p>Over <b>800</b><br/>mobile units</p> |
|  <p>Circa <b>70</b><br/>franchisees</p>     |  <p>Over <b>200</b><br/>European centres</p>                    |   |

# Our values and policies on modern slavery & human trafficking

Pirtek's values centre on quality. We are committed to on-going and continuous improvement in the service we offer our customers. In the UK we and our franchise network hold ISO 9001 (quality systems), ISO 14001 (environmental standard) and OHSAS 18001 (health and safety) approvals and operate to very similar standards in all the countries we operate. We only use high quality hoses and fittings that have been tested for compatibility. We place great emphasis on training and all our service engineers (either employed by us or by our franchisees) undergo in-house training at our training centres in the UK, Germany and the Netherlands or via third party training companies. We are currently developing plans for a new training centre in France.

Pirtek recognises its corporate and social responsibilities to its shareholders, customers, suppliers, employees and other stakeholders and is committed to conducting business in a manner which achieves sustainable growth whilst fulfilling legal and moral obligations. We aim to achieve our business objectives in a caring and responsible manner recognising the economic, social and environmental impacts of our activities.

Pirtek also ensures that these values are passed on to their franchisees. All prospective franchisees will go through a series of interviews, assessments and profiling to show that they are a good fit with Pirtek and share our values.

We have implemented a Modern Slavery Policy (**Policy**) which reflects our commitment to acting ethically and with integrity in our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

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## Due diligence processes & our assessment of risk

Given that we take great care to hire and train our network of staff from depot assistant's right through to franchisee level to a high standard, we consider there to be no risk of labour exploitation within our own business.

As noted above, we operate an owned business model in Sweden and France. Our employees in Sweden are unionised and in France the employees have representation with regular meetings being held between management and the employee representative. Unions raise conditions across the workforce and make sure that working people can enforce their rights.

# Training

Pirtek have added the Policy to the intranet sites for our staff and franchise partners along with information on the risks of modern slavery. Directors and senior managers are aware of the requirements of the Modern Slavery Act.

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## Evaluation of the measures we are taking and next steps

Some areas for improvement that we have identified during this exercise are:

- Adoption of the Policy by Pirtek Europe Limited in all subsidiary companies;
  - Updating the franchisee operations manuals to include the Policy;
  - Ensuring all staff are aware of the Policy using methods including posting on the intranet sites and induction training;
  - Introducing an on boarding process for new suppliers by requesting a copy of their modern slavery policy or requesting the steps they take to minimise the risks of modern slavery in their businesses; and
  - Checking the policies of our key suppliers.
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Approved by the board of Pirtek Europe Limited.



Chris Stuckey