



Lothian

Modern Slavery

Statement - 2018



MODERN SLAVERY ACT STATEMENT 2018

The Lothian Group conducts all business in an honest and ethical manner. It is our policy never to enter into a business relationship with another person or business whose practices could involve slavery, forced or child labour.

Lothian takes a zero tolerance approach to modern slavery and any associated actions, and is committed to acting professionally, fairly and with integrity in all their business dealings and relationships.

Our Operations

The Lothian Group is the UK's largest municipal bus company and proudly owned by the City of Edinburgh, East Lothian, Midlothian and West Lothian councils. We have been based in the city for almost 100 years – with 2019 being our centenary - and are now one of the region's largest employers with over 2,500 staff, 1,700 of whom are drivers. The group of businesses operates over 90 services through a fleet of over 800 vehicles – the main garages in which these services operate from are Central, Longstone, Marine, Musselburgh and Newbridge.

Our approach to combatting slavery and human trafficking

During 2019 we will be continuing the work already undertaken to ensure our operational activity and supply chain continue to remain free from modern slavery.

We continually review our business units, which operate throughout the organisation, to determine the supply chain and stakeholders who we have with:

- Vehicle and component suppliers
- Fuel and other consumable suppliers
- General administrative and commercial
- Technical and IT services
- Consultancy, maintenance and construction
- Catering and cleaning services

Any supplier of goods or services will be expected to provide us with the following legally binding obligations when new material contracts are entered into or renewed:

- To comply with all applicable regulations, laws and guidance on slavery and human trafficking;
- To maintain their own policies and procedures;
- To ensure their own supply chain have the same obligations.

Suppliers with a turnover above the £36m threshold requires them to adhere to the obligations of the Modern Slavery Act 2015 to produce their own statement.

Training

We are introducing a policy that will be accessible / communicated to all staff, providing them with routes to raising concerns or accessing further training. We will review effectiveness of this policy and consider whether any additional training is required and the most effective way to deliver this during 2019.

Review of Processes

Lothian will conduct an annual review of its processes and ensure any potential improvements are acted upon.

Next Steps

During 2019 we will:

- Continue to work with our suppliers and partners to review performance and adherence to the act;
- As part of a wider review of our policies, identify modern slavery risks and implement measures to prevent them;
- Provide specific training as / when required and consider including the subject of modern slavery in to other training courses where it would help to raise awareness;
- Monitor any changes in our supply chain and business partners.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our statement for the financial year ending 2018.

Richard Hall
Managing Director



