

Motability Operations Limited Modern Slavery Statement 2015/2016

This statement is made by Motability Operations Limited ("Motability Operations") pursuant to section 54(1) of the Modern Slavery Act 2015 ("the Act") for the financial year ending 30 September 2016.

Motability Operations is a company registered in England and Wales (Company Registration No. 01373876) and is a subsidiary of Motability Operations Group Plc. Motability Operations is the main operating company of the group and as such, it is the only subsidiary which falls within the scope of the Act and the Modern Slavery Act 2015 (Transparency in Supply Chains) Regulations 2015. Further information on our group structure can be found at the "About us" section of the website.

Our Business

Motability Operations is a vehicle leasing company which operates in the United Kingdom as the principal service provider to the Motability Scheme ("the Scheme").

Customers in receipt of a qualifying mobility allowance from the government are able to join the Scheme and use their mobility allowance to lease a car, wheelchair accessible vehicle, scooter or powered wheelchair from Motability Operations for either a three or five year lease. Motability Operations purchases each lease product through its partnerships with vehicle manufacturers and dealerships and then leases the product directly to the customer.

Supply Chain

We recognise that the supply chains of companies in the vehicle leasing industry can be complex. As a result, there are several levels of suppliers between the source of the raw materials used in the manufacturing process, the vehicle manufacturers and Motability Operations as the end supplier of each product.

Motability Operations considers its tier 1 suppliers to be those with whom it has a direct contractual relationship. This will therefore include, but not be limited to, vehicle manufacturers, cleaning contractors, IT suppliers and Scheme Partners. As a result of the potential number and variety of non-tier 1 suppliers in Motability Operations' supply chain, it is difficult for us to effectively monitor and manage the modern slavery activities of those suppliers.

Motability Operations is, however, committed to ensuring that its tier 1 suppliers are aware of and comply with the Act and will seek to encourage tier 1 suppliers to monitor compliance with the Act within their own supply chains.

Relevant Policies and Processes

There are a number of internal policies which support and foster continuing compliance with the Act. All internal policies are reviewed on an annual basis.

Whistleblowing Policy: This policy seeks to support and encourage all Motability Operations' personnel to report any concerns relating to misconduct, malpractice or illegal activities without

being subjected to any detriment. This would therefore include any concerns regarding slavery and human trafficking and all such concerns are investigated thoroughly and confidentially.

Disability and Confidence Policy: Disability confidence is a fundamental operating practice for Motability Operations. This policy aims to ensure that personnel with disabilities are not disadvantaged in any way, assisting Motability Operations in ensuring that there is no modern slavery within its organisation.

In addition to this, Motability Operations has a robust recruitment process and only uses reputable employment agencies. All agreements with employment agency suppliers require them to ensure that all prospective employees have the right to work in the UK before their introduction to Motability Operations.

Continuing Commitment

Motability Operations is committed to not knowingly supporting or doing business with any supplier involved in slavery or human trafficking and expects all of its tier 1 suppliers to impose obligations on their own suppliers, in order to ensure compliance with the Act. With this in mind, we will continue to work closely with tier 1 suppliers to reduce and/or eliminate the risk of modern slavery.

This statement has been approved by Motability Operations' board of directors and will be reviewed and updated annually.

Signed:

A handwritten signature in black ink, appearing to be 'MB', enclosed within a large, sweeping oval stroke.

Mike Betts
Chief Executive Officer
Motability Operations Limited

Date: 29/11/2016
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