

## **MODERN SLAVERY STATEMENT**

### **Introduction from Nick Bloor, CEO**

Triumph Motorcycles recognises that all businesses have an obligation to prevent slavery and human trafficking. We all have a responsibility to be alert to the risks, and are committed to acting ethically and with integrity and transparency in all business dealings. This statement relates to actions and activities during the financial year 1 July 2015 to 30 June 2016 and actions that we plan to take over the next 12 months.

### **Organisation's structure and supply chains**

Headquartered in the UK, Triumph Motorcycles Group Limited, designs, manufactures and sells motorcycles, related parts, accessories and clothing merchandise in over 57 countries throughout the world. Building around 60,000 bikes per year, Triumph is the largest British motorcycle manufacturer and has over 750 dealers across the world.

Our supply chain consists of third party dealerships and importers, third party suppliers, contractors and subcontractors on whom we rely to execute our projects, through the supply of goods and services purchased via our own in house procurement teams.

### **Risk areas**

Triumph Motorcycles has taken advice to ensure that it understands the requirements of the Modern Slavery Act 2015.

We have considered our exposure to the risk of modern slavery across all aspects of our business, and have identified 4 key areas:

- Agency and temporary employment practices
- 3<sup>rd</sup> Party Dealerships and Importers
- Material suppliers
- Sub-contractor relationships

Based on our 2015/16 risk assessment, we do not consider that the activities that Triumph Motorcycles is engaged in carry high risk of modern slavery or the use of trafficked labour.

### **Triumph Motorcycles policies**

Triumph Motorcycles operates a number of internal policies which require that we conduct our business in an ethical and transparent manner. These include:

- An anti-bribery policy which sets strict limits for the giving or receiving of gifts or hospitality
- A recruitment procedure which includes the requirement to conduct eligibility checks for the right to work in the UK. Furthermore Triumph Motorcycles only use specified, reputable employment agencies to source labour

## **TRIUMPH MOTORCYCLES LTD**

- A whistleblowing policy which encourages all our staff, customers and other business partners to report any concerns related to the direct activities, or the supply chain of Triumph Motorcycles.

#### **Further steps to be undertaken.**

The Company intends to put in place a Modern Slavery Policy. Furthermore, Triumph Motorcycles intends to write to all existing and future dealers, importers, suppliers of labour and materials, and ask them to confirm the following :

- 1) That they have taken steps to eradicate modern slavery within their business ;
- 2) They hold their own suppliers to account over modern slavery
- 3) They pay their employees at least the national minimum wage / national living wage (as appropriate).
- 4) The consequences of any failure to comply.

Purchasing contracts and sales distribution agreements will include contractual obligations specifically to oblige our suppliers to comply with the requirements of the Modern Slavery Act.

#### **Training and awareness**

The Company will provide specific training for all our direct procurement teams and employees in sales channels so that they understand the signs of modern slavery, and what to do if they suspect that it is taking place within our supply chain. As well as training staff, we intend to raise awareness of modern slavery issues by circulating emails and notices to all staff.

This statement was approved by the Board of Triumph Motorcycles in January 2017.



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Signed : Nick Bloor – CEO.

11<sup>th</sup> January 2017