

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

CMAC Group are committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and will continue to improve our practices to combat each of these issues.

Structure of the Organisation

The CMAC Group is comprised of CMAC Group Limited and its subsidiaries being CMAC Group UK Limited, CMAC Cabfind Limited, CMAC Partnership Limited, CMAC Europe IKE, Aircinks Solutions SL, CMAC International Limited and, Cabline National Holdings Limited and its subsidiaries Cabline UK Limited and Coach and Bus Limited.

Cabline National Holdings Limited was acquired by CMAC Group on 21 May 2019 and had published a Modern Slavery and Human Trafficking Statement in respect of its financial year before the acquisition.

CMAC Group provide a managed ground transport and accommodation solution to a wide variety of organisations, including clients in the travel, airline, rail, business continuity and events and conference sectors. CMAC provide the solution by accessing a nationwide network of approved transport and accommodation suppliers. Further information about the nature of our business can be found on our website at <https://www.cmacgroup.co.uk/>.

Policies

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff on the principles of labour standards ensuring each employee is made aware of our policies and their obligations. At new employee orientation, all employees are required to attest to receiving and understanding the policy.

CMAC Group have implemented a Labour Standard Policy to emphasise our commitment to ethical labour standards.

Any employees who are in breach of the policy may face disciplinary action in accordance with company procedures.

All staff have access to the policies and the support they require in this respect, we encourage openness and will support anyone who raises genuine concerns under these policies. These reports of concerns are then investigated in accordance with company procedures.

Employees

CMAC Group's recruitment processes are designed to ensure that our employees are not subject to undue influence and are treated fairly.

CMAC Group checks all staff members for their eligibility to work in the UK.

All CMAC Group staff are expected to comply with all laws and act in accordance with local guidelines and regulations.

We have achieved a standard accreditation by Investors in People (“IIP”). In order to achieve this, we demonstrated to IIP assessors that CMAC Group met the requirements of the Investors in People VI generation framework at a Developed level corresponding to a Standard accreditation.

Supply Chain

CMAC understands how important it is to ensure there is no slavery or human trafficking in our supply chain and as part of our efforts to monitor and reduce the risk of slavery and human trafficking in the chain, we have undertaken an assessment of the potential risks in our supply chain

Planning for the Future

Following our review of our actions this financial year, going forward we intend to take a programme of steps to ensure that our business relationships are with suppliers and third- party vendors that are committed to respecting human rights and workplace rights. We will endeavour to ensure that our suppliers and third-party vendors will comply with all relevant laws and regulations as well as CMAC Group’s policy in this regard. Subject to contractual provisions and to the extent permitted by law, CMAC will reserve the right to terminate relationships with third parties who violate our policy or who are otherwise engaged in illegal activities.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes CMAC’s slavery and human trafficking statement for the financial year ending 31st January 2019. This statement was approved by the Board of CMAC Group Limited on 30th July 2019.

Signed:

A handwritten signature in black ink, appearing to be 'D Barrow', written over a light blue horizontal line.

Name: David Barrow

Position: Chief Financial Officer

For and on behalf of CMAC Group Limited and its subsidiary companies
30th July 2019