



Mercedes-Benz

Ciceley Commercials Ltd
Mercedes-Benz Commercial Vehicle Dealer

Modern Slavery Policy and Statement

Statement of Ciceley Ltd and subsidiary companies, Ciceley Commercials Ltd, Ciceley Contracts Ltd and Ciceley Continental Ltd trading as Ciceley Motorsport.

The Modern Slavery Act 2015 came into effect on 29th October 2015. This law requires manufacturers and retailers doing business in the UK which supply goods or services and have an annual turnover exceeding £36 million to disclose information regarding their policies to eradicate slavery and human trafficking from their business and supply chain.

About Ciceley Ltd

Ciceley Ltd is a franchisee of Mercedes-Benz Trucks UK Ltd and Mercedes-Benz Vans UK Ltd. We supply Mercedes-Benz Commercial Vehicles across the UK and provide service and parts to our local customers in the North West of England and Southern Scotland. We have five locations and employ around 230 staff.

Our Commitment

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour, and human trafficking.

Ciceley Ltd is committed to the principles of the Modern Slavery Act 2015 and the abolition of modern slavery and human trafficking. We will maintain transparency in our approach to tackling modern slavery and human trafficking throughout our business and supply chains.

We actively promote ethical business practices to protect our staff from being abused and exploited. We expect the same high standards from all of our contractors, suppliers and other business partners.

As part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children. We expect that our suppliers will hold their own to the same high standards.

Recruitment, selection and resource management

Ciceley Ltd is committed to ensuring that the best people are recruited on merit, and that our recruitment process is free from any bias or discrimination in line with our commitment to equality and diversity.

The recruitment and selection policy of Ciceley Ltd ensures that, as far as possible, the best people are recruited on merit, and that the recruitment process is free from bias and discrimination and upholds the company's commitment to equality and diversity.

Our recruitment processes ensure that all prospective employees are legally entitled to work in the UK. To ensure a consistent and compliant approach is taken we ensure references are obtained and conviction checks are carried out.





Supply chains

Ciceley Ltd procure goods and services from a wide range of UK suppliers.

We are committed to maintaining the highest ethical standards across our supply chain. The prevention, detection and reporting of modern slavery in any part of the Company's business is the responsibility of all those working for the Company or under the Company's control.

To achieve this, we ensure that:-

- All colleagues are aware of the Modern Day Slavery policy by inclusion in the Company Handbook.
- Training on this policy, and on the risk our business faces in our supply chains, forms part of the induction process for all new starters
- All suppliers, contractors and business partners must be made aware of our zero -tolerance approach to modern slavery at the outset of our business relationship with them

Financial Year 2020

During this financial year, Ciceley Ltd has taken the following actions

- All new members of staff issued with a copy of the company handbook which includes the Modern Slavery Statement.
- National minimum wage review, ensuring all members of staff are paid in accordance with legal requirements. All staff are contracted and added to the PAYE payroll. No member of staff can be added to the payroll unless their salary is above the national minimum wage.

The year ahead

In the year ahead, we are committed to:

- Continue to review salaries to ensure all members of staff have a salary above the national minimum wage.
- Review and update Modern Day Slavery Policy and Statement.

Approval of the statement

This statement is made with respect to the financial year ended 31 December 2020 in accordance with section 54(1) of the Modern Slavery Act 2015. The statement will be reviewed and updated (if necessary) annually to reflect our ongoing commitment to ensuring that its business and supply chains are free from slavery and human trafficking.

The statement has been approved by Board of Directors.

Colin Briggs
Chief Executive
31st December 2020

