



Modern Slavery Statement 2023/2024 Taxis Transfers Ltd

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by **Taxis Transfers Ltd** for the period **2023/2024** to prevent modern slavery and human trafficking in its own business operations and supply chains.

Introduction

This statement covers Taxis Transfers Ltd.

At Taxis transfers Ltd we have a zero-tolerance approach to modern slavery and human trafficking. We will monitor any instances we identify as significant risks and take the appropriate action should we suspect a case of slavery or trafficking.

We are committed to ensuring it does not exist in our organisation or supply chain and invite you to suggest where we can make improvements.

To date we have had no reports of modern slavery within our organisation or our supply chain.

Key Focus Areas

In 2022/2023 we:

- A. We introduced a scheme to our drivers which assisted them in covering their costs for the whole year thus relieving pressure of excessive working hours and enabling a decent living wage over the year.
- B. Encouraged the recruitment of drivers legally entitled to work in the UK but previously chose to work elsewhere.
- C. Sought further local licenses to expand our access to more drivers and vehicles.
- D. Made changes to safety procedures to ensure the safe transfer of passengers to their destinations.
- E. Ensured all drivers were fully documented and all training completed.
- F. Integrated our business into a cloud-based operation.

Business and operational structure

We are a Hackney Carriage company, and we operate wheelchair accessible vehicles and saloon cars.

We continue to make steady growth by employing the right people for the right job and continually improve their overall knowledge with regular updates via inhouse communications.

We work with local authority, NHS, education, and private local small business enterprises.

We work in the transport sector and can supply vehicles for passenger transport and deliveries.



We operate within the United Kingdom.



Working with **16** suppliers



Employing **4** workers and 57 sub contractors



Serving **10,000** customers

Due diligence

- A. We aim to create relationships with our suppliers and customers to ensure they comply with our values and that they are aware of our commitment to protect human rights.
- B. All drivers used by our company have been licensed by the local authority.
- C. We check and retain copies of all licenses, insurances and permits and have reminders set up for 1 month prior to the expiry of any document to ensure all drivers remain legal.
- D. We select drivers based on previous experience, up to date paperwork and good references from previous employment.
- E. All drivers, once set up on the system are electronically tracked which also includes customer feedback and success/failure rates. Any driver found needing further training will be offered the assistance to achieve a better rating.
- F. All directors are jointly responsible for all decisions with respect to processes and supplier selection criteria.

Responsible recruitment

As an equal opportunities employer, we are committed to creating and ensuring a non-discriminatory and respectful working environment for our drivers.

We primarily recruit drivers from existing licence holders and offer help for them to achieve a dual licence, so they can work in both public hire and private hire sectors should they wish.

We work with vehicle hire providers to encourage drivers to enrol in our system.

All drivers are interviewed prior to being invited to join our company.

Training and awareness

Wherever training has been offered or requested we raise this with drivers and assistance is provided to achieve completion.

Wherever an occurrence of awareness has been identified this is distributed to all drivers via internal data sources including what to look out for and the reporting processes.

All drivers have been trained independently however, new drivers who need assistance are aided with literature or personal tutoring to achieve the desired result. Continuation training is required as over time objectives update and drivers need to be current with the correct legislature.

Up to date knowledge assists drivers in providing a great service to our clients and thus maintaining the business potential and keeps us in line with local government policies.

Collaboration and partnership working

Taxis Transfers Ltd is committed to working with local businesses to provide first class transport to their clients.

We have freephone's installed with local stores providing transport when requested.

We support local youth sports clubs sponsoring football and rugby teams in the local area.

Key performance indicators

- A. Reduce the risk of modern slavery and labour exploitation
- B. Increase awareness
- C. Adopt practices that reduce or prevent instances occurring (recruitment, pricing etc)

Authorised by

This statement was approved by the Board of Taxis Transfers Ltd.

Signed by Paul Gormley

Date: 10/01/2023

Position: - Director

Signed by Stuart Ryan

Date: 10/1/2023

Position: - Director

Signed by Michael Keavney

Date: 10/1/2023

Position: - Director