The Modern Slavery Act 2015 (MSA 2015) focuses specifically on the issue of modern slavery to ensure offenders are suitably reprimanded with severe sentences. Modern slavery encompasses the offences of: ‘slavery’ where ownership is exercised over a person; ‘servitude’ which involves the obligation to provide service imposed by coercion; ‘forced or compulsory labour’ involves work or service exacted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily; and ‘human trafficking’ concerns arranging or facilitating the travel of another with a view to exploiting them.

This statement therefore explains the steps we have taken during the 2017/2018 financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains or any part of our business.

Rygor is a nationwide business operating as a Mercedes-Benz Commercial vehicle dealership who have various branches and maintenance sites across the UK. Rygor are reliant on supply chains and recognise that steps needed to be put in place to reduce the risk of human trafficking, forced labour/debt bondage, sexual exploitation, criminal exploitation and domestic servitude.

We have internal policies in place, which are available to all staff, these can also be accessed by third parties on request, simply contact Human Resources for a copy. Our policies are reviewed annually by Rygor Human Resources department and legal advisers to ensure we remain compliant.

As part of the Rygor induction process and throughout workers’ employment with us, we train all staff to treat others with respect and courtesy as well as ensuring they adhere to all relevant laws, regulations and standards. The Modern Slavery Act is a prominent policy identified within the Rygor Induction day and remains an ongoing due diligence process. The policy also forms part of our contractors permit to work. We focus on ensuring our management team is not only aware of the requirements and to be alert to modern slavery but can also address concerns raised by their team or any suppliers.

If any worker is found in breach of our policies, we ensure suitable disciplinary action is taken which can include termination.

In relation to our supply chains, we use our reasonable endeavours to conduct risk assessments of the third parties we work with and investigate, where feasible, the working conditions of their workers. Rygor require our supply chains to read our statement and contractor principles and sign the declaration. Our statement and processes are relayed in any tendering business we may be applying for.

We also ensure that Rygor supply chains are mindful of the Modern Slavery Act 2015 and activity that might lead to, or suggest, a breach of this policy and to take action if informed whilst treating all workers with dignity and respect.

We allow all individuals who work or provide services to us the right to freely choose employment and the right to associate freely with other individuals. Workers are free to choose whether to join a trade union or not and as a result of our training, we offer an environment which is free from harassment and unlawful discrimination. We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation.

We do not engage in forced or involuntary labour and have a zero tolerance approach to this of our suppliers engaging in such conduct. We require suppliers to certify that they do not use forced or involuntary labour with their workers, subcontractors, agents or associates. We aim to ensure that our performance indicators do not put pressure on or influence any suppliers.

As a result of our risk assessments, we have introduced additional company information at the Induction day, adding the policy to Health and Safety contractor and sub-contractor packs, first day paperwork for all staff across Rygor. Rygor have improved whistleblowing procedures and reporting concerns outlined in the MSA 2015 and progress against reducing such risk.
With 11 branches giving extensive coverage Rygor is the UK’s largest commercial dealer group.

Our zero tolerance to downtime policy maximises your vehicle uptime.

We’re where you need us, when you need us with our BlueChip Response Team.

We consistently achieve one of the highest MOT pass rates in the country.

Our Business Managers create bespoke finance options to benefit your business.

With extended opening hours, we maintain your vehicles when it’s convenient for you.

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21st January 2019

Daily Vehicle Checks – Keep Your Van on the Road
Prepare your van for winter driving Daily vehicle checklist Book a VHC Keeping your van on the road this winter…

21st January 2019
Rygor Gloucester achieve highest operating standard

The Rygor team is delighted to announce that our Gloucester site is our latest branch to receive an IRTE Workshop…

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