

Bolt Modern Slavery Notice

Introduction

The Modern Slavery Act 2015 (the "Act") is an Act of the Parliament of the United Kingdom. It is designed to tackle slavery in the UK and consolidates previous offences relating to human trafficking and slavery. You can click [here](#) to learn more about the Act.

At Bolt, we have a responsibility to ensure that our business is conducted in an ethical way and we actively engage to address social issues and are committed to running our company responsibly. We strive to maintain high ethical principles and to respect human rights. It also means doing our best to encourage high standards in our supply chain and business. We realise that modern slavery is a serious issue and take seriously our responsibility to comply with the Act and to assist in preventing and combating slavery where possible.

We do not condone or permit any behaviour from our employees, suppliers or drivers which amounts to or may amount to forced or compulsory labour.

In this document, we describe our business and how we operate. We also explain our current policies and practices, including how you can contact Bolt to raise concerns in relation to these issues.

About Us

Bolt Technology OÜ is the ultimate parent company of Bolt Services UK Limited and Bolt Operations UK Limited. It is headquartered in Tallinn, Estonia. Bolt is a trading name of Bolt Services UK Limited which is a company with Registration Number 11063356 whose registered address is Leather Market, Unit J, Taper Studios, 175 Long Lane, London, England, SE1 4GT and Bolt Operations UK Limited which is a company with Registration Number 12683400 whose registered address is Leather Market, Unit J, Taper Studios, 175 Long Lane, London, England, SE1 4GT.

The Bolt App is an application used globally for transportation and food delivery services. Across the Bolt group, we have over 3,000 employees, with the majority working at our global headquarters in Estonia. We work with over 3 million drivers and couriers all over the world. Bolt Technology OÜ's headquarters are in Estonia but Bolt has regional offices across the world.

We do not retain our employees or drivers' original identity papers, or work with businesses that do. We retain copies of identity papers or similar to comply with local regulation but we will never make collateral use of documents. We only work with people who choose to work freely. We respect the right to equal opportunity, freedom of association and collective bargaining.

We aim to prevent modern slavery and human trafficking in our business right at the start of our recruitment processes. We give Bolt employees plenty of support, education and training. But if they don't behave ethically at work we would consider taking disciplinary action against them, which ultimately could lead to dismissal. Similarly, unethical behaviours by suppliers and drivers in breach of this policy will result in Bolt seeking to terminate its contractual relationships with such parties.

Our employees, suppliers and drivers must fully cooperate with Bolt without delay in respect of any investigation conducted by Bolt concerning modern slavery and/or the wellbeing of any person(s) in connection with the Act and/or this policy.

To guard against the concerns set out in this policy, Bolt has a confidential whistleblowing platform available to its employees globally which allows them to report any wrongdoing or behaviour they feel goes against our standards.

Contacting Us

Any person (including all drivers, contractors and suppliers) may report any wrongdoing or behaviour they feel goes against this Modern Slavery Notice. Bolt will investigate such reports with urgency.

We invite any person with concerns in respect of this policy to contact Bolt immediately at concernsUK@bolt.eu

Our Future

As we continue our business in the UK, we commit to looking deep into our operations, including supplier and driver recruitment, to identify any parts at risk of modern slavery and human trafficking. As we keep learning more, we'll review and refine the steps we take to identify potential incidents of modern slavery and human trafficking.

Bolt Services UK Limited and Bolt Operations UK Limited, trading as 'Bolt'

10 March 2025