

Modern Slavery Statement

Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 for the financial year ending 30 September 2025.

At CarSupermarket.com, we recognise that our responsibility extends beyond selling cars, we are accountable for every person connected to our business.

As CEO, I am committed to ensuring that no worker in our operations or supply chains is exploited or abused.

Our commitment to ethical employment is fundamental to our values and our Employee Value Proposition (EVP). We take modern slavery prevention seriously through continuous improvement, thorough supplier assessment, and regular monitoring.

This statement demonstrates our systematic approach to identifying and mitigating modern slavery risks across our business and supply chains.

Matt Barrick, CEO
Date: March 2026

What is Modern Slavery?

Modern slavery encompasses slavery, servitude, forced and compulsory labour, and human trafficking. It can take many forms including exploitation through debt bondage, withholding of wages, retention of identity documents, and threats of violence.

Our Business

We are a UK automotive retailer, part of the Aramis Group, operating:

- 10 retail sites throughout the UK
- 2 vehicle reconditioning centres (Goole/Hull)
- Head Office (Hessle)
- 480+ employees plus 20 to 30 agency/temporary workers and 60 + regular contractors.

Activities: New and used vehicle sales, finance brokerage, aftersales services, vehicle reconditioning.

Our Supply Chains

Our supply chains are predominantly UK based but connect to global automotive manufacturing networks.

Supply Chain Category	Risk Level	Key Risk Factors
Valeting & cleaning (2 contractors)	High	Labour-intensive, subcontracting, migrant workers
Vehicle logistics/transport (10 providers)	Medium-High	Agency drivers, varied employment models
Uniforms & workwear (2 suppliers)	High	Global textile supply chains
Vehicle parts (1 main supplier, 80+ additional suppliers)	Medium-High	Multi-tier global manufacturing
Vehicle sourcing (80+ relationships)	Low-Medium	UK regulated
Facilities/IT/professional services	Low-Medium	Predominantly UK based

Geographic risks: Our Tier 1 suppliers are UK based, but supply chains extend to higher-risk regions (South East Asia, Eastern Europe, South Asia) for parts, textiles, and technology.

Our direct operations have been assessed as low risk. We are confident there is no modern slavery within our direct employment. We carry out the following due diligence:

- ✓ All employees provided with written contracts
- ✓ 100% right to work compliance
- ✓ UK National Minimum Wage compliance (100% of workforce)
- ✓ Zero recruitment fees charged to workers
- ✓ Freedom to terminate employment with notice

FY2025 Result: Zero incidents identified in direct employment.

Policies & Governance

Executive Accountability: People Director (HR Director)

Board Oversight: Updates to Senior Leadership Team; annual Board approval.

Our policy framework:

- Anti-Slavery and Human Trafficking Policy (March 2026)
- Aramis Whistleblowing Policy Group Integrity Hotline (March 2024)
- Aramis Code of Conduct (February 2024)
- Aramis Anti-Corruption Policy (March 2024)

Due Diligence & Risk Management

Progress on 2024/25 Commitments:

100% of Tier 1 suppliers risk categorised
Contractor questionnaires completed.
65% employee training completion rate.

High-Risk Area Mitigation:

Valeting/Cleaning:

- 66% services brought in-house (vs. 40% in FY2024)
- Our employees are trained on Modern Slavery and are aware of our reporting channels.
- All external contractors are overseen and communicated with regularly whilst on site by modern slavery trained employees.

Vehicle Logistics:

- 10 Driver/haulage providers audited, pay rates were verified as above National Minimum Wage.

Uniforms:

- We review our suppliers, their IMS Ethical Trading Labour standards and Modern Slavery policies.
- Moved to 1 preferred supplier.

Vehicle Parts:

- We have one main supplier who is committed to ethical practices. We are working with our further suppliers on enhanced due diligence for Tier 2 visibility.

Training

All employees are invited to undertake modern slavery training. This training is carried out upon commencement of employment with us and thereafter annually. During FY2025 we had a completion rate of 65% our aim for FY2026 is to raise this to 90% in line with home office guidance. In addition, we also have modern slavery awareness materials displayed across all sites.

FY2026 Commitments

- Achieve 85% Tier 2 supply chain visibility in high-risk categories
- Launch worker voice feedback mechanism (multilingual, QR code access)
- Publish Tier 1 supplier list on website
- Assess modern slavery risks in our vehicle disposal and recycling partners
- Establish cross functional Modern Slavery Working Group
- Benchmark against automotive sector best practice (SMMT guidance, industry standards)

- Achieve > 90% training completion rate.

Reporting Mechanisms

How to report concerns:

- human.resources@carsupermarket.com
- Aramis Group Integrity Hotline (24/7, confidential, multilingual) www.aramisgroupsspeakup.com
- Direct to line manager or HR team

All reports investigated within 10 working days. Whistleblowers protected from detrimental treatment.

Collaboration

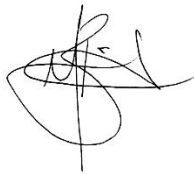
- Aramis Group - Aligned policies across 6 European markets.

Board Approval

This statement is made in accordance with Section 54(1) of the Modern Slavery Act 2015 and has been approved by the Board of Directors.

To our knowledge, there have been no confirmed cases of modern slavery within our direct operations or supply chains during FY2025.

Signed on behalf of the Board:



Matt Barrick, Chief Executive Officer

Date: 20th March 2026

Published: 23rd March 2026

Next Review Date: March 2027 (FY ending 30 September 2026)

Available at: www.carsupermarket.com/terms-and-policies