



Modern Slavery Statement

Modern Slavery, including servitude, forced labour and human trafficking is a global issue that can affect every country, sector and industry. It represents some of the worst violations of human rights in society.

Introduction

The UK Modern Slavery Act 2015 requires all large commercial organisations operating in the UK to publish a statement regarding Modern Slavery and Human Trafficking. The following report is made on behalf of Motordepot Ltd / CarSupermarket.com / Best Car Buyer and InterestFree4Cars (referred to in this statement as 'The Group') for the financial year ending 2023.

Our business and supply chain

The group is a UK based automotive retailer, part of the French based, Aramis Group. The Aramis Group consists of several European based car retailers across France, Belgium, Italy, Spain, and Austria.

The group

- **10 Branches throughout UK**
- **2 Vehicle Preparation centres: Goole / Hull**
- **Head office / Business support: Hessle / Hull**
- **Employees: 500+**

To fulfil its activities, the group's main supply chains include those related to:

- Sourcing vehicles from UK based auction houses.
- Sourcing vehicles from UK based lease companies.
- Purchasing vehicles from customers as part of a part exchange offering.
- Purchasing vehicles directly from members of the public.
- Purchasing vehicle parts from UK based suppliers.
- Obtaining vehicle industry related goods and services from UK based companies.
- Obtaining building maintenance, refurbishment and valeting services from UK based companies.
- Professional services including the recruitment and selection of employees, marketing and digital advertising including social media and facilities management.

Our approach and progress to date

The group recognises people as a highly valued asset and the key to our success and growth. We have a zero-tolerance to any forms of discrimination, exploitation, and mistreatment of people. Throughout the group and our supply chain we are committed to acting ethically and with integrity in all our business dealings and relationships in the pursuance of preventing slavery and human trafficking in any form. We pledge to respect human rights and to comply with the provisions in the Modern Slavery Act 2015.

We remain diligent with regards to Modern Slavery and / or Human Trafficking and continue to review all potential areas of risk including the controls of our contractors / suppliers.

Throughout the previous 12 months we have:

- Continued to review our contractors / suppliers, including checking all contracts to identify and assess potential risks and termination clauses if we suspect or it is proven that they are involved in modern slavery.
- Sustained awareness and continued education of all staff to embed a culture of zero-tolerance towards modern slavery. All new staff are required to complete an eLearning module on Modern Slavery, all existing staff are required to complete this annually to ensure this remains a key priority, all records are kept.

Potential risk and mitigation

With regards to Modern Slavery and Human Trafficking we risk assess our business on an ongoing basis.

The group has not, to its knowledge, conducted any business with another organisation which has been found to have been involved itself with modern slavery.

Our main potential areas of risk remain that of contractors / suppliers. To mitigate this risk, we ensure all contractors / suppliers are centrally engaged, and governed. We ensure that they comply with our standards regarding the employment and wellbeing of all their staff.

Some of our employees are required to wear a company uniform, we are aware that the uniform industry is a modern slavery high risk area in both its national and international supply chains. As such we vet and ask all uniform suppliers sign and comply to our contractor terms upholding our commitment to Modern Slavery.

The conflict in Ukraine continues to cause disruption to the automotive supply chain, in the form of parts and machinery, which potentially could cause issues higher up the supply chain.

We will continue to ensure compliance where this may be the case.

In general, the group considers its exposure to Modern Slavery / Human Trafficking to be relatively limited. Nonetheless, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to us. We continue to actively raise awareness of modern slavery with our people.

We remain diligent with regards to Modern Slavery and / or Human Trafficking and continue to review all potential areas of risk including the controls of our contractors / suppliers.

Our people

We are confident that there is no risk of Modern Slavery or Human Trafficking in the employment or engagement of our people, but we remain alert.

Every employee is made aware of the Anti-Slavery and Human Trafficking Policy, and this remains available for them to review at any point.

Our people - continued

Modern Slavery posters are displayed prominently throughout all our sites and offices again raising awareness of the subject. We want all staff to be able to identify any issues and be aware of how to report them.

All employees right to work status is checked. Any employment agencies, contractors, or 3rd party suppliers of staffing or services are also required to comply with our standards surrounding right to work.

Future activity: 2024

Over the next 12 months we will:

- Continue to be vigilant of any potential risks within our business or our supply chain.
- Ensure education on Modern Slavery and Human Trafficking is a priority area for all new and existing staff.
- Dedicate a week to focus on Modern Slavery and Human Trafficking with a series of events and education pieces to continue to embed our culture of zero tolerance. E.g. Create awareness sessions relaying true stories of Modern Slavery and Trafficking.
- Relaunch our Whistleblowing policy to encourage employees to report any suspected activity that may lead to a breach of our Anti-Slavery and Human Trafficking policy in any parts of our business or supply chain at the earliest stage.
- Develop and roll out a Wellbeing policy aimed at supporting the mental and physical welfare of all our current and future employees.
- Embed our employee values especially that of 'We Care' and in particular:
 - Embrace different views and value equity, diversity, and inclusion.
 - Look after own and each other's wellbeing.
- Carry out research and implement activities regarding best practise in the pursuance of demonstrating our commitment to Modern Slavery and Human Trafficking.

Compliance

Although all employees and suppliers are responsible for ensuring zero tolerance to Modern Slavery and Human Trafficking, the groups HR department and Directors are ultimately accountable for Slavery compliance. All concerns regarding modern slavery should be addressed in the first instance to the HR department, who will then undertake relevant action with regards to the group obligations.

Signed:

Matt Barrick, CEO

Date of approval 4th March 2024

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