

Slavery and Human Trafficking Statement for Border Holdings (UK) Ltd (Incorporating Allmakes PR2 4X4 LTD)

Financial Year Ended 31st March 2024 (1st October 2022 to 31st March 2024)*

**includes six-month period due to re-alignment of financial year end following Covid*

Introduction

Border Holdings (UK) Ltd is committed to preventing modern slavery and human trafficking within our operations and supply chains. We recognise our responsibility to uphold the highest ethical standards and to ensure that our business practices, as well as those of our partners, align with these principles. This statement outlines the steps we take to identify, assess, and mitigate the risks of modern slavery and human trafficking in our business activities.

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015 "Transparency in Supply Chains."

Our Business

Border Holdings (UK) Ltd is a leading independent wholesaler of Land Rover parts and accessories, supplying over 1,000 stockists with global commercial partnerships. For more than 40 years, we have remained privately owned, operating from Britpart in Shropshire and, more recently, also from Allmakes in Oxfordshire. Our dedicated delivery fleet serves the UK, Ireland, and parts of Europe, while our global customers benefit from our connections with specialised freight forwarders and shippers.

We are committed to conducting our business responsibly, ensuring that we respect and reward our employees, engage positively with the communities in which we operate, and maintain strong relationships with our trading partners, suppliers, customers, and other stakeholders. Additionally, we strive to minimise our environmental impact in all aspects of our operations.

Business Sector

Between 1st October 2022 and 31st March 2024, the principal activities of Border Holdings (UK) Ltd included the manufacture and distribution of motor parts, farming, cold storage provision, and property rental. The manufacture and distribution of motor vehicle parts under the "Britpart" and "Allmakes" brands accounted for 98.54% of the company's turnover and involved over 450 employees.

The remaining 1.46% of turnover, generated from farming and cold storage, represents UK-based activities that are considered to present zero material risk in relation to the Act.

Supply Chain

During the six-month period from 1st October 2022 to 31st March 2024, the vast majority of our goods were purchased from well-established suppliers and manufacturers based in the UK and abroad with whom we have had longstanding business relationships. Many of our key suppliers are Tier 1 OEM classified within the marketplace.

Policies

At Border Holdings (UK) Ltd, we enforce measures to identify and prevent slavery and human trafficking within our own operations. We ensure compliance with minimum wage laws, maintain safe working conditions and uphold employee rights. Additionally, our whistleblowing policy provides a secure channel for reporting concerns, enabling us to address any issues promptly.

Risk & Due Diligence

We recognise that certain geographical areas have higher risk of modern slavery and human trafficking. Therefore, our company's due diligence processes include the following measures:

- Include anti-slavery and human trafficking clauses in our Terms and Conditions of Purchase.

- Assess modern slavery and human trafficking risks for all new suppliers through the use of our supplier assessment questionnaires.
- Apply sanctions, including suspension or termination, against suppliers that fail to comply or improve in line with agreed action plans.

Continual Monitoring and Prevention of Slavery and Human Trafficking

Our primary indicator for our success in addressing slavery and human trafficking is the absence of any such reported incidents within our operations. Although we do not maintain specific KPIs for these issues, any occurrence would represent a breach of employment laws, company policies, and supplier standards. Our supplier approval process is monitored through our internal and external (ISO9001) auditing framework, and we are committed to continuously enhancing our efforts to prevent modern slavery.

Border Holdings (UK) Ltd will only seek to trade with those who fully comply with this statement. If we are not satisfied with the steps being taken towards full compliance, we will temporarily suspend our business with that supplier (to the extent permitted under contract or by law). The ultimate sanction for the continual failure to comply will be for us to cease to trade with that supplier (to the extent as permitted under contract or by law). If significant or serious concerns arise, they will be reported to the relevant authorities under our whistleblowing procedure.

During this financial period the company can report that there have been no recorded incidences of modern slavery across our business or supply chain, however we will continue to develop our systems to ensure we deliver a zero-tolerance approach across our organisation.

Training

All employees are provided with full details of all our policies upon joining Border Holdings (UK) Ltd via our HR software system and are encouraged to make themselves aware of how to identify Modern Slavery and Human Trafficking in the workplace. Additionally, those individuals in roles most likely to be in a position to identify modern slavery, including our HR and purchasing teams, have been fully briefed.

Future Steps

Our future training efforts will encompass ongoing internal procedures and checklists for supplier evaluations, emphasising the importance of modern slavery awareness within our Purchasing and HR teams. We will continue providing access to our online Modern Slavery & Victim Identification Guidance booklet, issued by the Home Office, through our HR software, which is accessible to all employees. Additionally, we will ensure that more tailored training is in place for specific existing and future post-holders in HR, Purchasing, and Compliance roles to assist them to recognise and address potential instances of modern slavery.

Border Holdings (UK) Ltd is committed to thoroughly investigating any claims or indications of human trafficking or slave labour within our supply chain. We uphold the highest standards in preventing modern slavery in our operations and expect the same from our partners. We will take all necessary actions to ensure these values are maintained.

Signed



Dated: 5th September 2024

**Paul Moore-Myers
Managing Director
Border Holdings (UK) Ltd**