

Hadwins (Lindale) Ltd Modern Slavery Statement

As a responsible employer Hadwins recognises its duty to ensure the prevention of slavery and human trafficking.

Hadwins (Lindale) Ltd, also known as Hadwins Motor Group, is a private family owned business. Hadwins (Lindale) Ltd is the wholly owned subsidiary of Expertband Ltd, trading under the names Hadwins Volkswagen, Lake District Audi and Hadwins Approved. Hadwins operates in the North West of England, employing approximately 100 people across our 7 sites. We sell and maintain new cars under the Volkswagen and Audi marques and used cars under the Hadwins Approved banner. We work in partnership with the brands we represent within the Volkswagen Group.

Hadwins complies with legal obligations regarding employees including pay, working hours and their general wellbeing. Hadwins verifies employees' identity and eligibility to work in the UK as part of the recruitment process to safeguard against human trafficking or individuals being forced to work against their will. We have policies and practices in place to ensure human rights breaches and modern slavery instances do not take place within our business which include the following:

- Anti-slavery Policy
- Business Code of Conduct
- Whistleblowing Policy
- Harassment Policy
- Grievance Procedure
- Equal Opportunities
- Anti-harassment and Bullying

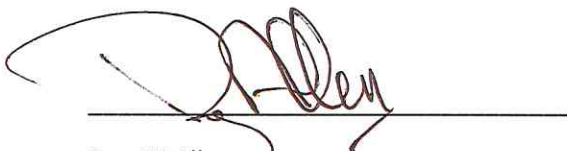
To ensure understanding, this information is made available to all employees on joining the company, through ongoing communications, publication on the Hadwins employee drive/intranet and within our company handbook. All employees are required to read the information as part of their induction training and further/explanatory information will be provided as necessary.

Hadwins is introducing a process to undertake due diligence considerations when taking on new suppliers. Recently we considered our existing supply chain to determine from which areas we are most at risk. As part of this process we have started to contact suppliers to convey to them our commitment to preventing slavery and human trafficking occurring within our business activities and to seek to ensure that they are also free from such practices.

Hadwins will fully investigate any claim or indication that areas of our business or supply chains are engaging in any kind of human rights violations, human trafficking or slave labour. We are committed to preventing slavery and human trafficking in our activities and to ensuring that our supply chains are free from slavery and human trafficking.

This statement is made in accordance with the Modern Slavery Act 2015 Section 54, which requires businesses to publicly disclose the steps taken to prevent modern slavery in our business and supply chains and is for the financial year ending 31st December 2021.

Signed:



Name:

Roy W Allen

Position:

Managing Director