ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

The Group is fully committed to preventing all acts of modern slavery and human trafficking from occurring within both its business and supply chains and we expect the same high standards from all of our contractors, suppliers and other business partners.

BACKGROUND

We are the largest privately-owned Honda dealership group in the UK. With car and motorcycle dealerships across the North West. We employ approximately 250 employees.

GROUP SUBSIDIARIES

- DJC Limited
- North West Motorcycles Limited
- CMG Limited

GROUP ACTIVITIES

- Sells new and used vehicles
- Arranges finance to enable customers to buy vehicles
- Provides vehicle aftercare including the servicing and repair of vehicles for the general public
- Sells parts and accessories from its parts centres
- Conducts MOT testing
- Carries out minor bodywork repair work

STEPS FOR THE PREVENTION OF MODERN SLAVERY

We are committed to ensuring there is transparency across our whole business and in our approach to tackling modern slavery throughout our supply chains that is consistent with our disclosure obligations under the Modern Slavery Act 2015.

Whilst recognising our statutory obligation to ensure that modern slavery and human trafficking is not taking place in our supply chains, we acknowledge that we do not control the conduct of individuals and organisations within our supply chains. However, we communicate with our suppliers in such a way as to convey to them our Anti-Slavery and Human Trafficking Policy and to gain an understanding of the measures they have taken to ensure modern slavery is not occurring in their businesses.

RESPONSIBILITY FOR THIS POLICY

The responsibility for the prevention of modern slavery rests with the leadership of Group's Directors who have overall responsibility for ensuring this policy and its implementation comply with our legal and ethical obligations.

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery.

We have policies in place internally which are available to all staff and these can be accessed by third parties on request, simply contact the Human Resources Department who are based at Lancaster Honda. Our policies are reviewed annually by our HR Department and to ensure we remain compliant.

ACTIONS TO REPORT MODERN SLAVERY OR HUMAN TRAFFICKING

Employees are encouraged to raise any concerns about suspected modern slavery associated with the Company or our suppliers and should do this either through their line manager or to the HR Department. As part of our induction process and throughout workers' employment with us, we train all staff to treat others with respect and courtesy as well as ensuring they adhere to all relevant laws, regulations and standards. This is an ongoing due diligence process. If any worker is found in breach of our policies, we ensure suitable disciplinary action is taken which can include termination.

We aim to encourage openness within our organisation and will support anyone who raises genuine concerns in good faith under this policy. We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery in any form or that may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter.

Following its initial adoption, this Anti-Slavery and Human Trafficking Policy will be reviewed by the Group's Board of Directors annually and may be amended from time to time.

This Policy will be used to inform our Statement on Slavery and Human Trafficking which will be published annually.



David Cox
Managing Director

1st March 2024