Currie Motors
Nice People To Do Business With

Modern Slavery and Human Trafficking Statement

This statement sets out our actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 2024.

As part of the automotive sector, the organisation recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Currie Motors UK Limited.
Currie Motors UK Limited is a Toyota and Lexus Franchise Motor Dealer Group providing New and Pre owned vehicles to both the retail and commercial sectors. In addition, we operate Servicing, Parts and Bodyshop facilities within our London based Dealerships. Our supply chain principally include the supply of vehicles and parts from the manufacturers we represent.

Our policies on Slavery and Human Trafficking

We are absolutely committed to, where possible and practical to ensuring that there is no modern slavery or human trafficking in our supply chains or in any other part of our business. We have introduced our Modern slavery and human trafficking policy and we expect all our employees to abide by. We believe in an open culture where all our employees are encouraged to come forward if they discover any malpractices in our business. This process is underpinned by our Whistleblowing Policy.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chain. As part of the organisation's induction process and throughout workers' employment with us, we train all staff to treat others with dignity and respect as well as ensuring they adhere to all relevant laws, regulations and standards. This is an ongoing due diligence process. It is the Company's policy that management and employees must comply with the highest standards of business and ethical conduct in all dealings with customers, suppliers, contractors, government officials and the wider community.

We are committed to improving our practices to combat slavery and human trafficking. In relation to our supply chains, we use our reasonable endeavours to conduct risk assessments of the third parties we work with to identify whether there is a possible risk of slavery and human trafficking within our supply chain. We aim to work with our colleagues and suppliers to ensure collaboration to remedy or mitigate such risks.

We allow all individuals who work or provide services to us the right to freely choose employment and, the right to associate freely with other individuals. As a result of our company culture and training, we offer an environment which is free from harassment and unlawful discrimination. We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labour and have a zero-tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct. We require

suppliers to certify that they do not participate in any forced or involuntary labour with their workers, subcontractors, agents or associates.

We have reviewed our performance indicators, in light of the introduction of the Modern Slavery Act 2015. As a result, we have introduced training about modern slavery issues so that our employees are able to identify and address potential modern slavery risks. We continue to review our existing supply chain to evaluate all existing suppliers and encourage all our employees at all levels to report any concerns related to the direct activities, or the supply chains of the organisation within our whistleblowing procedures.

We provide all employees with full details of this statement along with our code of conduct and whistleblowing policy. All employees are obligated to familiarise themselves with our procedures and be aware of their responsibilities to identify and prevent modern slavery as part of their contract of employment and employee code of conduct. The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is held by the Board of Directors with the HR Director having primary responsibility for implementing this policy, monitoring its effectiveness and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Risk Assessment

We consider Currie Motors as a low risk company for modern slavery. Most of our employees are considered working professionals and mainly carry out Skilled, Sales, Customer Service and back office work. We have identified and acknowledged that there is a comparatively higher risk of modern slavery for those maintaining the office building and facilities. However, this risk is still low. The companies that supply us with staff are obligated to produce their own Modern Slavery Statements where applicable, making them aware of the requirements they must follow and thereby reducing risk.

Communication and awareness

Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of our induction process for all individuals who work for us. Our zero tolerance approach to modern slavery must be communicated to all suppliers and contractors at the outset of any business relationship.

We may terminate our relationship with any organisations working on our behalf if they breach this policy and if any employee is found in breach of our policies, we ensure suitable disciplinary action is taken which can include termination.

Signed



Hannah Bicknell
Director

Dated 30th September 2024