

Slavery and Human Trafficking Statement

Introduction

Pye Motors Ltd realises its responsibilities under the Modern Slavery Act 2015. This statement sets out Pye Motors Ltd's 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 or its supply chains. This statement relates to actions and activities during the financial year to ensure that slavery and human trafficking are not taking place in any of our supply chains or any part of its business.

As part of the Automotive Industry, Pye Motors recognises that it has a responsibility to take a robust approach to slavery and human trafficking. Pye Motors Limited is absolutely committed to preventing slavery and human trafficking in its corporate activities and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

Pye Motors Limited are Motor Dealers who provide all motor-related services from three locations in the UK. They have been trading since 1925. Pye Motors Ltd deals exclusively in the United Kingdom and have circa 140 employees. The Group retails Ford Cars, Ford Commercial vehicles and non-Ford cars. Pye Motors Ltd has a strong relationship with Ford Motor Company who are a US Company with the highest standards.

The functions within our dealerships include:

- The sale of new and used vehicles, including commercial vehicles
- Arrangement of finance to enable customers to buy vehicles
- Providing vehicle aftercare including the servicing and repair of vehicles for both businesses and the general public
- Accident damage repair
- The sale and distribution of parts
- Hire of vehicles
- Sale of fuel

We understand that the supply chains of companies in the Automotive Industry can be complex. Pye Motors Ltd considers its key suppliers to be those with whom it has a direct contractual relationship. This will therefore include, but not be limited to, vehicle manufacturers, cleaning contractors and marketing agencies.

Pye Motors Ltd is committed to ensuring all of its contractors, suppliers and other business partners are aware of and comply with the Act and will seek to encourage these suppliers to monitor compliance with the Act within their own supply chains.

Responsibility

Pye Motors Ltd prohibits all areas of its business and supply chains from using slavery and human trafficking of any kind. To protect against slavery, Pye Motors Ltd ensures all business activity complies with minimum and living wage legislation. Pye Motors Ltd also ensures that every employee has the right to work in the UK. Pye Motors Limited has a robust recruitment process and only use reputable employment agencies. All agreements with employment agency suppliers require them to ensure that all prospective employees have the right to work in the UK before their introduction to Pye Motors Ltd. We promote the importance of the Act to our suppliers and where there are instances of non-compliance, Pye Motors Ltd will investigate these as a priority and take action where required. Any non-compliance will be escalated to the board of Directors and dealt with as a priority. As part of the organisation's 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 relevant laws, regulations and standards. This is an ongoing due diligence process. We ensure that all our working practices are in accordance with the Equality Act 2010 and all employment legislation.

Pye Motors Ltd have a number of policies which are available to all employees which support compliance with the Act including:

Whistleblowing Policy: Pye Motors Ltd encourages all its workers, and other business partners to report any concerns related to the direct activities, or the supply chains, of the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Pye Motors Ltd's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Employee Code of Conduct: Pye Motors Ltd's code makes clear to employees the actions and behaviour expected of them when representing the organisation. Pye Motors Limited strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing its supply chain.

Continuing Commitment

Pye Motors Ltd is committed to not knowingly supporting or doing business with any supplier involved in slavery or human trafficking and expects all of its suppliers to impose obligations on their own suppliers, in order to ensure compliance with the Act. Pye Motors Ltd will continue to review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains and is committed to improving our practices to combat slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and has been approved by Pye Motors Limited board of directors. This statement will be reviewed and updated annually. This statement will be reviewed for each financial year.

Nick Payne
MANAGING DIRECTOR
PYE MOTORS LTD
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