

## **Modern Slavery Statement**

In accordance with the Modern Slavery Act 2015 (MSA), this statement provides the measures that Furrows takes to prevent slavery and human trafficking occurring in its business and supply chains.

Furrows is fully committed to preventing acts of modern slavery and human trafficking from occurring within both its business and supply chains and requires the same standards from its suppliers.

### **About us**

Furrows operates retail sites and service centres across Shropshire. Its principal activities concern the sale and servicing of automotive vehicles. It represents four new car manufacturers and has 3 Dealerships, 3 Service Centres, 3 Accident Repair Centres and 3 Parts Centres. Furrows directly employs over 300 staff.

The functions across Furrows businesses consist of the following:

- Sale of new and used vehicles
- Arrange finance to enable customers to buy vehicles
- Service, MOT and repair vehicles for both businesses and the general public
- Sale of parts, tyres and accessories from our 3 centres across Shropshire
- Carry out accident repairs from our 3 centres across Shropshire
- Provide fleet management options to businesses in the public and private sectors

This statement is available on the company's website, [www.furrows.co.uk](http://www.furrows.co.uk), to all who engage with Furrows whether in employment or in business so that those parties may acquaint themselves with the contents. Furrows raise awareness amongst its staff of this Anti-slavery and Human Trafficking Statement.

Along with our range of internal and external policies, this statement sets out the reasonable practical steps which Furrows takes to ensure its standards are being implemented across its business and supply chains.

### **Definitions**

Furrows considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

### **The steps taken by Furrows to prevent slavery and human trafficking**

- Furrows main protection against slavery is to ensure that all business activity complies with minimum wage legislation; this is also required of our contractors. Furrows first line of

defence against human trafficking is to ensure that all Furrows Group employees have the right to work in the UK. Furrows also requires that any contractors only employ staff with the right to work in the UK.

- Due to the breadth of its business and supply chains Furrows is not in a position to check every business relationship. The principal areas in which there is risk of human trafficking and slavery are those related to our supply chains. Furrows sources and sells products and parts from a broad range of national suppliers. Any instances of non-compliance of which Furrows is made aware will be assessed on a case-by-case basis, remedial action will be taken to suit the circumstances.
- Furrows will only trade with those who fully comply with this statement or those who are taking steps towards full compliance. If Furrows is not satisfied with the steps being taken towards full compliance, it will temporarily suspend its business with the supplier (to the extent permitted under contract or by law).
- The ultimate sanction for the continual failure to comply will be for Furrows to cease trading with the supplier (to the extent as permitted under contract or law). Investigations will be expeditious.
- Any such incident coming to the attention of employees within Furrows will be reported to senior management in accordance with our Whistleblowing Policy. The Board of Directors will be informed of the issue including the findings and outcome of the investigation.
- All Furrows employees are provided with access to the Furrows Intranet where all company policies can be found together with the detailed Employee Handbook. All employees are encouraged to familiarise themselves with this information at induction and by regular updates. The Code of Conduct Policy specifically outlines ethical business practice as integral to all our dealings and our expectation of compliance with applicable laws is absolute.

### **Training**

In addition to our policies, our interactive in-house training platform includes a modern slavery E-learning module for departmental and senior management.

This statement is made for the year ending 31st December 2025.



**Dave Farthing**

Managing Director

Furrows Limited