



Endeavour Automotive Slavery and Human Trafficking Statement

Background

The Modern Slavery Act 2015 (MSA) requires large businesses, with sales of over £36 million, to be transparent about their efforts to eradicate slavery and human trafficking. This statement therefore explains the steps we have taken during the financial year of 1st January 2024 – 31st December 2024 to ensure that slavery and human trafficking is not taking place in any of our supply chains, or any part of our business.

Appendix A sets out the businesses to which this statement applies which consists of Endeavour Automotive Limited together with its subsidiary companies (the “Group”).

The Group is fully committed to preventing acts of modern slavery and human trafficking from occurring, whether in our business or our supply chains, and we require the same standards of our suppliers.

This statement will be made available on our website to all who engage with us, whether in employment or in business, so that those parties may familiarise themselves with the contents.

The Organisation & Our Colleagues

The Group’s principal activities are the sale of passenger cars, vehicle servicing and associated activities. We represent seven motor vehicle franchises in over 22 locations. All of the Group’s operations are based in the United Kingdom and the Group employs circa 420 colleagues across its businesses.

The Group’s recruitment and onboarding processes are continually reviewed and ensure that all employees’ status to live and work in the UK are checked prior to them commencing employment within the Group. Furthermore, the Group enlists the support of an Employment Law and HR Consultancy firm to ensure that we comply with all legislation relating to the initial and ongoing employment of our colleagues.

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 all relevant laws, regulations, and standards. This is an ongoing due diligence process. We focus on ensuring our management team is not only aware of the requirements to be alert to modern slavery but can also address concerns raised by their team or any suppliers. If any worker is found in breach of our policies, we ensure suitable disciplinary action is taken which can include termination.

Our Policies

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.

Workers are free to choose whether to join a trade union or not and as a result of our 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.

Our employment policies on Equal Opportunities, Dignity at Work, Grievance, Whistleblowing and Anti-Bribery and Corruption, support our endeavours to encourage a positive working environment free from harassment and unlawful discrimination.

Suppliers

The Group's principal suppliers are global vehicle manufacturers which supply the Group vehicles and parts for onward sale to customers and under whose franchise agreements the Group operates its motor dealership businesses.

In addition, the Group has commercial arrangements with vehicle finance and insurance providers which provide finance and insurance products to the Group's customers. The Group also engages with other providers of goods and ancillary services (including oil and consumables supply and valeting services).

Our sources of supply are predominantly multi-national motor manufacturers, and reputable, global financial service providers, who have policies in place around modern slavery, therefore, we do not view this as a significant risk.

We use our reasonable endeavours to conduct risk assessments of the third parties we work with and investigate, where feasible, the working conditions of their workers. We have procedures in place to identify whether there is a possible risk of slavery and human trafficking either in the business or our supply chain, and we aim to work with our colleagues and suppliers to ensure collaboration to remedy or mitigate such risks.

Any instances of non-compliance with the MSA, or allegations of potential modern slavery in either our Group, or in relation to a Supplier would be thoroughly investigated and dealt with appropriately on a case-by-case basis. Any allegations of non-compliance would always be reported to the Group's Board of Directors.

Areas of Potential Risk

In a recent risk assessment, we concluded that the most significant risks remain in our material and subcontract procurement. We sell products from a range of national and international suppliers, and supply chains in the automotive industry are complex, due to the range of raw material and other factors that are required and used. This can make it difficult to conduct a full audit of each tier.

From an industry perspective, the cleaning and valeting services are considered to be a higher risk area, as it is generally an area of work with high labour turnover, and a reliance on lower paid work. However, the supplier we procure service from for the cleaning and valeting of vehicles also has in place a Modern Slavery Statement, and a Slavery Compliance Officer, who we can work with, should we have concerns regarding possible instances of Modern Slavery in their organisation or workforce.

Over the course of the following year the Group will continue in its efforts to upskill managers and employees on the signs of modern slavery, and what to do should they suspect that modern slavery is present within our business, or that of our suppliers.

Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ended 31 December 2024.

On behalf of the Boards of Directors

Alex Murkett

Finance Director

Endeavour Automotive Limited

19th May 2025

Appendix A

The Group of companies to which this Slavery and Human Trafficking Statement applies:

Endeavour Automotive Limited

Regent Automotive (Holdings) Limited

Vernon Haddock Cars Limited