

Modern Slavery and Human Trafficking Statement

1. Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Endeavour Automotive Limited and the subsidiary companies listed in Appendix A (together, the “Group”) during the financial year 1 January 2025 to 31 December 2025 to help prevent modern slavery and human trafficking in our business and supply chains.

The Group is committed to acting ethically and with integrity in all business dealings and to implementing and enforcing effective systems and controls designed to reduce the risk of modern slavery and human trafficking within our operations and supply chains.

This statement applies to the Group companies listed in Appendix A and will be published on the Group’s website following approval by the Board.

2. Our Business and Our Colleagues

The Group’s principal activities are the sale of passenger cars, vehicle servicing and associated activities. We represent seven motor vehicle franchises across more than 22 locations in the United Kingdom and employ approximately 430 colleagues.

Our recruitment and onboarding processes are designed to support lawful and fair employment practices. As part of those processes, checks are undertaken to confirm each employee’s right to live and work in the United Kingdom before employment begins. The Group also uses external employment law and HR support to help maintain compliance with applicable employment legislation and good practice.

During induction and throughout employment, colleagues are expected to treat others with dignity and respect and to comply with applicable laws, regulations and internal policies. Managers are expected to remain alert to indicators of modern slavery and to escalate concerns appropriately. Where breaches of Group policies are identified, appropriate action is taken, which may include disciplinary action up to and including termination of employment or engagement.

3. Our Policies and Governance

We are committed to ensuring that all individuals who work for us or on our behalf are treated fairly and are free to choose employment. We do not tolerate forced labour, compulsory labour, servitude, human trafficking or any other form of modern slavery in our business or supply chains.

Our employment practices are intended to support compliance with employment and equality legislation, including freedom from harassment and unlawful discrimination. Colleagues are free to choose whether to join a trade union. We expect suppliers and other business partners to meet equivalent standards and not to engage in forced or involuntary labour, whether through their own workforce or through subcontractors, agents or other intermediaries.

Our Equal Opportunities, Dignity at Work, Grievance, Whistleblowing and Anti-Bribery and Corruption policies support this approach. Concerns raised in relation to potential modern

slavery are escalated internally and, where appropriate, reported to the Board of Directors so that they can be investigated and addressed on a case-by-case basis.

4. Our Supply Chains and Due Diligence

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

The Group also has commercial relationships with vehicle finance and insurance providers and engages other suppliers of goods and ancillary services, including oil and consumables suppliers and valeting providers.

Many of our core suppliers are established multinational organisations and regulated financial services providers. While this may reduce risk in some areas, we recognise that modern slavery risks can still arise within complex and multi-tier supply chains, particularly where labour-intensive activities or lower-paid work are involved.

Our due diligence measures include assessing supplier relationships on a risk-based basis, considering the nature of the goods and services supplied, the use of subcontracting or temporary labour, and the level of visibility available within the relevant supply chain. We also expect suppliers to operate lawfully and ethically and, where appropriate, to maintain their own policies and controls addressing modern slavery.

Any allegation or indication of modern slavery within the Group or its supply chain would be reviewed and investigated appropriately, with escalation to senior management and the Board where necessary. Our approach is to work with relevant stakeholders to understand concerns and, where possible, support appropriate remediation or risk mitigation.

5. Risk Assessment, Training and Continuous Improvement

Based on our current assessment, the areas of comparatively higher risk include parts of our material and subcontract procurement and service categories that may involve lower-paid, labour-intensive work or higher staff turnover. We also recognise that automotive supply chains can be complex and that visibility beyond direct suppliers may be limited.

Cleaning and valeting services remain an area of heightened attention because such services can involve high labour turnover and lower-paid work. We therefore consider this category carefully and take some assurance from the fact that the supplier currently engaged for these services has its own modern slavery statement and identified compliance oversight.

During the next reporting period, the Group intends to continue improving awareness of modern slavery risks by supporting managers and colleagues to recognise warning signs, to use internal reporting channels where concerns arise, and to keep under review the adequacy of our supplier due diligence and escalation processes. As our approach continues to develop, we also intend to improve how we monitor the effectiveness of the steps taken.

6. Approval

This statement was approved by the Board of Directors of Endeavour Automotive Limited on 15 May 2026 and is made on behalf of the Group for the financial year ended 31 December 2025.

On behalf of the Boards of Directors

Alex Murkett

Finance Director

Endeavour Automotive Limited

15th May 2026

Appendix A

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

Endeavour Automotive Limited

Regent Automotive (Holdings) Limited

Vernon Haddock Cars Limited