

Modern Slavery Statement

This statement applies to Underwoods Garage (Tiptree) Ltd (referred to in this statement as 'The Organisation'). The information in the statement refers to the financial year ended 31st December 2023.

Organisational Statement

Underwoods Garage (Tiptree) Ltd registered office is located at 5 Church Road, Tiptree, CO5 0LG. It also has 2 other locations: 1 in Sudbury, Suffolk and 1 in Clacton Essex.

The Organisation is controlled by a Board of Directors.

The main activities of The Organisation are vehicle sales, servicing and parts. Work by The Organisation is wholly carried out in the United Kingdom.

Definitions

The Organisation 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.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to The Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum

standards required in relation to its responsibilities under relevant employment legislation in The United Kingdom.

Supply Chains

The Organisation's main supply chains are those related to the provision of services.

Potential Exposure

In general The Organisation considers its exposure to modern slavery to be limited.

The Organisation considers that its main exposure to the risk of slavery and human trafficking could exist in its supply chains. In relation to our supply chains, we use reasonable endeavours to conduct risk assessments of the third parties that we work with.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its supply chains.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with slavery and/or human trafficking.

In accordance with section 54(4) of the Modern Slavery Act 2015, The Organisation has contacted (or attempted to contact) all first tier suppliers to set out our zero tolerance stance on modern slavery and to ensure that slavery and/or human trafficking is not taking place.

The Organisation has taken action to monitor reports of modern slavery and will cross reference such reports with our first tier supply chain.

The Organisation will seek to discontinue business with any first tier supplier found by the enforcement authorities to be involved in modern slavery.

Policies

The Organisation also has a Corporate Social Responsibility Policy which further defines its stance on modern slavery.

The Organisation has zero tolerance to slavery and human trafficking. The Organisation allows all individuals who work or provide services to us the right to choose employment freely, and the right to associate freely with other individuals. The Organisation does not engage in forced involuntary labour.

Statement approved by the Board of Directors on 3rd January 2024 and signed on its behalf by Carolyn O'Keeffe, Director.