



# Chapelhouse Modern Slavery and Human Trafficking Statement for Financial Year Ending June 2025

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and outlines the steps taken by Chapelhouse Holdings Ltd and its subsidiaries to prevent modern slavery and human trafficking in our business operations and supply chains during the financial year ending 30 June 2024.

## **1. Our Organisation Structure and Supply Chains**

Chapelhouse Group comprises a holding company, *Chapelhouse Holdings Ltd*, and two subsidiaries: *Chapelhouse Motor Co Ltd* and *Chapelhouse Southport Ltd* (Dormant). We are a UK-based automotive retailer specialising in the sale of new and used vehicles, as well as vehicle servicing and repairs (aftersales), operating through 10 retail sites and our online platform, [www.chapelhouse.co.uk](http://www.chapelhouse.co.uk).

Our supply chain includes vehicle manufacturers, parts and accessory suppliers, facilities and maintenance providers, and a range of professional service firms.

## **2. Policies in Relation to Slavery and Human Trafficking**

We are committed to maintaining and promoting a culture of integrity and ethical business conduct. Our internal policies reflect this commitment and support our efforts to prevent modern slavery and human trafficking. Key policies include:

- Anti-Slavery and Human Trafficking Policy
- Code of Conduct
- Equality and Diversity Policy
- Whistleblowing Policy
- Supplier Code of Conduct

These policies are accessible to all staff and available to third parties upon request by contacting Human Resources. Policies are reviewed annually to ensure ongoing compliance with current legislation and best practice.

### **3. Due Diligence Processes**

We conduct due diligence when onboarding new suppliers and continue to monitor existing suppliers to ensure they uphold ethical labour practices. This includes:

- Requiring suppliers to confirm their compliance with the Modern Slavery Act 2015
- Engaging only with reputable suppliers with clear labour standards
- Reserving the right to audit or terminate relationships with suppliers failing to meet our standards

Internally, all employees are recruited in line with UK employment law and must provide documentation to verify their right to work in the UK.

### **4. Risk Assessment and Management**

We consider the automotive retail sector and our operations within the UK to present a relatively low risk of modern slavery and human trafficking. However, we remain vigilant, particularly regarding higher-risk areas of the supply chain such as cleaning, logistics, and imported goods.

We apply a risk-based approach to supplier assessment and collaborate with key partners to mitigate any identified risks. Where potential issues are identified, we take appropriate action to investigate, address, and remediate.

### **5. Effectiveness and Performance Indicators**

We monitor the effectiveness of our anti-slavery efforts through the following measures:

- Annual policy reviews and updates
- Supplier compliance checks and declarations
- Employee engagement and reporting via whistleblowing channels
- Absence of reported modern slavery incidents

We believe our performance management processes and KPIs do not incentivise practices that could lead to labour exploitation.

### **6. Training and Awareness**

All new employees receive induction training that includes our expectations regarding ethical conduct and compliance with laws, including those related to modern slavery. We also provide ongoing development for our leadership and management teams to ensure they can identify, report, and address any concerns.

Our goal is to foster a culture of respect, transparency, and accountability throughout our workforce and supply chains.

## **7. Progress in 2024/2025**

During the reporting period, we:

- Conducted a review of our internal policies related to modern slavery
- Reaffirmed supplier obligations under the Modern Slavery Act
- Maintained staff training and awareness initiatives
- Monitored and reassessed risks across our supply chains

We remain committed to continuous improvement and will continue to enhance our approach through regular policy reviews, training updates, and deeper supplier engagement.

### **Approval**

This statement was approved by the Board of Directors of Chapelhouse Group on 1<sup>st</sup> July 2025.

Signed:

Nick Duffield

Financial Director

For and on behalf of Chapelhouse Holdings Ltd and its subsidiaries