T. C. Harrison Group Limited and T.C. Harrison 1960 Limited Modern Slavery Act 2015 Statement for the Financial Year Ended 31st December 2022

1.0 Introduction

Slavery and human trafficking remains a hidden blight on the global society. We all have a responsibility to be alert to the risks, however small, in our business and wider supply chains. Our staff are expected to report concerns and management are expected to act upon any reports.

2.0 Organisation Structure

T. C. Harrison Group Limited, trading as T. C. Harrison Ford, T. C. Harrison JCB and our subsidiary company T.C. Harrison 1960 Limited trading as TCH Leasing, TCH Salsa, TCH Concerto, iCarlease, iVanlease and Milford Leasing. We have sites in County Durham, Yorkshire, Lincolnshire, Derbyshire, Staffordshire and Cambridgeshire.

3.0 Our Business

Our business consists of Ford car and light commercial dealerships, JCB dealerships and an all makes leasing operation.

4.0 Our Supply Chains

Our supply chains include sourcing, sale of motor vehicles (predominantly Ford) and leasing of motor vehicles, plant machinery (predominantly JCB), parts, consumables and provision of servicing, repairs, including vehicle body repair. Respecting human rights in the supply chain is ultimately our suppliers' responsibility however we will ensure that our expectations with regard to slavery and human trafficking are communicated to them.

5.0 Our Policy on Slavery and Human Trafficking

We are committed to ensuring that there is no slavery or human trafficking in any part of our business or supply chains. This reflects our commitment to act ethically and with integrity in all our business relationships and to implementing and enforcing effective systems of due diligence and controls.

6.0 Supplier Adherence

We have a zero-tolerance policy towards violations of the laws on forced labour, slavery and human trafficking and we expect this policy to prevail in our supply chain. Our managers are responsible for compliance in their departments.

7.0 Due Diligence Process for Slavery and Human Trafficking

As part of our initiatives to identify and mitigate risk: -

- Where possible we build long-standing relationships with suppliers and make clear our expectations of ethical business behaviour;
- With regard to supply chains, our point of contact is predominantly with a UK company/branch
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers

8.0 Training

Appropriate staff have been briefed on the Modern Slavery Act 2015. Awareness of the Modern Slavery Act 2015 and whistleblowing policy is incorporated into the company induction process for all new employees.
To ensure a high level of understanding of the risks of slavery and human trafficking in our business and supply chains, we provide training to relevant members of staff. Managers are provided with guidance on how to spot the signs of Modern Slavery provided by the Gangmasters & Labour Abuse Authority.

9.0 Our Effectiveness in Combating Slavery and Human Trafficking

We use the following key measures to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains.

- Supplier due diligence
- Human Resources checks upon employment
- Review and action on whistleblowing issues linked to slavery and human trafficking

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.

This statement was agreed, approved and the Chairman authorised to sign by the board of directors on 29th March 2023.

James Harrison

James Harrison
Chairman
T. C. Harrison Group Limited
29th March 2023