

# **Partridge of Hampshire Limited**

## **Modern Slavery and Human Trafficking Statement for 2025**

### **Introduction**

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps taken by Partridge of Hampshire Ltd during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking within its business operations and supply chains.

Partridge of Hampshire Ltd is committed to acting ethically and with integrity in all business dealings and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place within its business or supply chains.

### **Partridge of Hampshire Ltd Business Structure**

Partridge of Hampshire Ltd is a privately owned automotive retailer, operating as a franchise partner of BMW UK Ltd and, from 2026, also retailing Changan vehicles.

The Company operates sales, service and bodyshop facilities in Hampshire and Guildford and employed approximately 166 staff as at 31 December 2025.

### **Supply Chains**

The Company operates within the automotive sector, which involves complex, multi-tiered global supply chains. Our principal suppliers include vehicle manufacturers and their associated UK entities, as well as a range of local and national service providers.

We recognise that vehicle supply chains extend beyond our direct contractual relationships and include the sourcing of raw materials and component manufacturing across multiple jurisdictions. This includes regions which may present a higher inherent risk of modern slavery.

While our direct relationship is with manufacturers, we expect all suppliers to adhere to standards consistent with the Modern Slavery Act 2015 and to promote these standards throughout their own supply chains.

### **Policies and Governance**

The Company maintains a number of internal policies to ensure ethical conduct and to mitigate the risk of modern slavery, including:

- Modern Slavery and Human Trafficking Policy
- Whistleblowing Policy
- Employee Code of Conduct
- Supplier / Procurement Code of Conduct
- Recruitment and Agency Workers Policy

These policies set out clear expectations for employees and suppliers and provide mechanisms for raising concerns.

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### **Due Diligence and Risk Management**

The Company applies a risk-based approach to managing its supply chain, which includes:

- Assessing new suppliers for modern slavery risks
- Requiring suppliers to demonstrate compliance with legal and ethical standards
- Monitoring and reviewing existing suppliers
- Taking appropriate action, including termination of relationships, where standards are not met

We continue to review and enhance our due diligence processes to reflect the evolving risk profile of our supply chains.

### **Training and Awareness**

Managers are required to complete training on modern slavery to support the identification and mitigation of risks. All employees are made aware of Company policies through induction and the Employee Handbook, which includes guidance on recognising and reporting concerns.

### **Effectiveness and Monitoring**

The Company monitors the effectiveness of its approach through:

- Completion of relevant training by management
- Ongoing supplier evaluation and review
- Internal reporting mechanisms

No instances of modern slavery have been identified within our business or direct supply chains during the reporting period.

### **Ongoing Commitment**

Partridge of Hampshire Ltd remains committed to continually improving its approach to preventing modern slavery and human trafficking and will continue to adapt its processes in response to evolving risks within the automotive sector.

### **Approval**

This statement has been approved by the Board of Directors of Partridge of Hampshire Ltd and is signed on its behalf by:

Toby Partridge  
Managing Director  
Partridge of Hampshire Ltd



Dated : 17<sup>th</sup> April 2025