

SG International Holdings Ltd and its UK subsidiaries: Modern Slavery Statement

This statement is made pursuant to the Modern Slavery Act 2015 and sets out the steps that SG International Holdings Ltd ("SG International") and its United Kingdom incorporated subsidiaries have taken to prevent modern slavery occurring within their businesses or supply chains during the financial year ending 30th June 2022.

Business Overview

SG International is the parent company of a group of companies that specialise in the UK as Motor Dealers. Trading is through Allen Ford (UK) Ltd ("Allen Ford") whose principle activities are the sale, repair, and service of new and used motor vehicles, and the sale of accessories and replacement parts. Non trading companies are Essex Auto Group Ltd, Bestodeck Ltd, Swale Motors Ltd and Slough Motor Company Ltd. This statement refers to all companies within the group that are incorporated in the UK.

Allen Ford currently has around 1,165 employees working at its motor dealerships.

Supply Chain

Our business is primarily showroom and workshop based with the main supply chain categories in relation to our business activities comprising:

- Purchase, sale, and disposal of motor vehicles.
- Maintenance and repair of motor vehicles.
- Sale of spare parts for motor vehicles.

Other categories of suppliers include IT, commercial property leasing, insurance, financial, and marketing and other professional services.

We look to do business with suppliers that hold similar values and ethical business practices as ourselves. In particular we work with a number of vehicle manufacturers from whom we obtain our motor vehicles and spare parts. We assess risk in our operations and supply chain. Risk factors include the location of the supplier, the nature of the goods and services provided and the level of control we have over the supplier.

We have assessed our exposure to the risk of modern slavery and human trafficking as low within our supply chain, as the countries we operate with have a relatively low prevalence of slavery. However, we do recognise that modern slavery risks may go beyond our immediate suppliers, for example where their suppliers may operate in countries where slavery and human trafficking is more prevalent, or where their suppliers may use raw materials in manufacturing sourced from high-risk countries.

Policies & Governance

We are committed to compliance with all applicable laws and legislation. We aim to identify and mitigate the risk of modern slavery and human trafficking occurring within our business operations and supply chain. We have policies and procedures around how we govern our business, including, anti-slavery and human trafficking, equal opportunity, and whistleblowing. Compliance with business policies and procedures are monitored through an internal audit function.

Employees & Training

As part of the induction process and throughout the workers' employment we train all staff to treat others with respect and courtesy, maintaining a safe workplace for all staff, and valuing equal opportunity with a workplace that is free from discrimination, victimisation, or harassment. Educating staff is fundamental to creating such a culture and ensuring that potential human rights and modern slavery risks are identified and managed. All staff are expected to abide by the group's policies and procedures.

Effectiveness of our policy and actions

It is difficult to assess the effectiveness of our actions taken, but there have been no identified or reported incidents of modern slavery or human trafficking within our organisation or supply chain.

We aim to ensure that our key performance indicators do not put pressure on or increase any modern-day slavery risk.

Whilst we are confident that we operate in a low-risk business sector, and we have policies and processes in place to minimise the risk of modern slavery or human trafficking, we continue to maintain whistleblowing policies to allow reporting of incidents, we work with our supply chain to ensure they also have the right code of conduct in place, and we review our policies and actions to ensure that they remain effective.

This statement was approved by the board of Directors of SG International Holdings Ltd.



Colin Brown
Director
31st December 2022