

SG International Holdings Ltd and its UK subsidiaries: Anti-Slavery & Human Trafficking

Introduction

Allen Motor Group is committed to the prevention, deterrence and detection of modern slavery and human trafficking.

In the light of general law on employment and human rights and more specifically the UK government legislation, the Modern Slavery Act 2015. We have reviewed our existing compliance and risk management process to determine to what measures are required to prevent modern slavery and human trafficking taking place within the business and our supply chain.

Allen Motor Group has adopted a modern slavery statement approved by the board of directors this statement is presented on our website. This policy supports our statement and outlines our approach to dealing with modern slavery and human trafficking.

Purpose of this Policy

- Modern slavery is a criminal offence under the Modern Slavery Act 2015, modern slavery can occur in various forms such as forced or compulsory labour and human trafficking. Modern slavery and human trafficking exploit an individual for the personal or commercial gain of another.
- Allen Motor Group has zero tolerance to modern slavery and human trafficking and supports the Modern Slavery Act 2015 fully.
- This document sets out the businesses policy against modern day slavery and human trafficking and the standards and procedures required to ensure compliance with the policy, our business and supply chains.

SG International Holdings Ltd 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 Motor Group") whose principal 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, Bestodesk Ltd, Swale Motors Ltd, Slough Motor Company Ltd, Delgarth 2011 Ltd, Delgarth Ltd and Milton Keynes Autorama Ltd. This statement refers to all companies within the group that are incorporated in the UK.

Allen Motor Group currently has around 1,293 employees working at its motor dealerships.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and references. We have not been made aware of any allegations of human trafficking/slavery activities against any of our suppliers, but if we were, then we would act immediately against the supplier and report it to the authorities.

Risk assessment

In the past year, we conducted a risk assessment of our supply chain by considering:

- The risk profile of individual countries based on the Global Slavery Index.
- The business services rendered by the suppliers.
- The presence of vulnerable demographic groups.

This assessment has determined our response and the risk controls that we implement.

Policies

Allen Motor Group operates the following policies for identifying and preventing slavery and human trafficking in our operations:

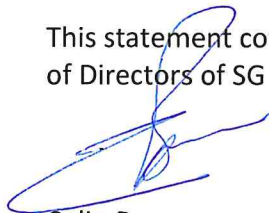
- Whistleblowing Policy - we encourage all employees, customers, and suppliers to report any suspicion of slavery or human trafficking without fear of retaliation.
- Our Conduct Rules - our conduct rules encourage employees to do the right thing by clearly stating the actions and behaviour expected of them when representing the business. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating and managing our supply chain.

Allen Motor Group conducts supplier due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals.

We require all suppliers to verify that:

- They do not use any form of forced compulsory or slave labour.
- Their employees work voluntarily and are entitled to leave work.
- They provide each employee with an employment contract that contains a reasonable notice period for terminating their employment.
- They do not require employees to post a deposit/bond and do not withhold their salaries for any reasons.
- They do not require employees to surrender their passports or work permits as a condition of employment.

This statement covers from 1st July 2022 to 30th June 2023 and was approved by the board of Directors of SG International Holdings Ltd.



Colin Brown

Director

31st December 2023