

MODERN SLAVERY STATEMENT 2026

FRF Motors Limited

1. Introduction from Senior Management

FRF Motors Limited is committed to the principles of the Modern Slavery Act 2015 and the prevention of modern slavery and human trafficking in all aspects of our business and supply chains.

This statement sets out the steps taken by FRF Motors Limited during the financial year ending 5 April 2026 to identify, assess, and address the risk of modern slavery and human trafficking within our operations and supply chains.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. FRF Motors Limited maintains a zero-tolerance approach to all forms of modern slavery and is committed to acting ethically, transparently, and with integrity in all business dealings.

Responsibility for oversight of modern slavery risk sits with the Director of FRF Motors Limited, with operational responsibility supported by management across HR and operational functions.

2. Organisational Structure and Business Model

FRF Motors Limited is an independent family-run motor retail group operating authorised franchises including Peugeot, Mazda, DS Automobiles, Alfa Romeo, Leapmotor, and Vauxhall across Swansea and Bridgend. The Group also operates an Approved Used vehicle division under “The Car Warehouse”.

Our core activities include vehicle sales, servicing, maintenance, and repairs.

Our supply chains include vehicle manufacturers, UK distribution networks, parts suppliers, logistics providers, outsourced service providers, and other intermediary partners involved in the sourcing and distribution of vehicles and components.

We expect all suppliers and business partners to operate in accordance with applicable laws and maintain ethical labour standards consistent with the principles of the Modern Slavery Act 2015.

3. Policies in Relation to Modern Slavery

We operate the following policies which support our commitment to preventing modern slavery:

- **Recruitment Policy** – We carry out right to work checks for all employees to reduce the risk of illegal employment practices.

- **Equal Opportunities Policy** – We promote fair treatment, fair pay, and compliance with employment legislation.
- **Whistleblowing Policy** – Employees are encouraged to report concerns regarding unethical conduct, including modern slavery, confidentially and without fear of reprisal.
- **Grievance Policy** – Employees are supported to raise concerns regarding workplace practices or ethical issues.
- **Anti-Bribery and Corruption Policy** – We maintain a zero-tolerance approach to bribery and corruption in all business dealings.

We communicate these policies internally and expect employees and business partners to act in accordance with them.

4. Approach to Modern Slavery Risk

We recognise the importance of reducing the risk of modern slavery within our operations and supply chains.

Our primary relationships are with established vehicle manufacturers, parts suppliers, and recognised trade partners within the automotive sector.

We expect suppliers and business partners to operate in compliance with applicable legislation, including the Modern Slavery Act 2015.

We rely on internal reporting mechanisms, including our whistleblowing policy, to identify and address any concerns relating to modern slavery or unethical practices.

We remain alert to potential risk areas within our supply chains and will take appropriate action should concerns be raised.

5. Risk Assessment

We have identified potential exposure to modern slavery risk in the following areas:

- Agency and temporary labour providers
- Third-party dealerships and import/distribution networks
- Material and parts suppliers
- Sub-contractor arrangements

These areas reflect the nature of the automotive sector and reliance on external supply chains and labour providers.

We expect all partners within these categories to operate in line with applicable labour laws and ethical standards.

6. Awareness and Communication

FRF Motors Limited promotes awareness of its internal policies, including those relating to modern slavery, ethical conduct, and whistleblowing.

Employees are made aware of key company policies and are expected to familiarise themselves with the standards of conduct required during their employment.

We aim to ensure employees understand how to raise concerns regarding unethical conduct, including concerns relating to modern slavery or human trafficking, through internal reporting channels.

It is the responsibility of all employees to act in accordance with company policies and report any suspected instances of modern slavery or unethical behaviour.

7. Monitoring Effectiveness and Further Actions

We assess the effectiveness of our approach through:

- Monitoring whistleblowing reports (no modern slavery concerns raised during the reporting period)
- Internal HR compliance checks relating to employment eligibility
- Ongoing review of internal policies and procedures
- Maintenance of awareness of supply chain risk areas

During the coming year, we will continue to review and strengthen our approach to identifying and managing modern slavery risks within our business and supply chains.

8. Approval and Review

This statement has been approved by the Director of FRF Motors Limited and is made pursuant to Section 54 of the Modern Slavery Act 2015.

This statement will be reviewed annually and updated as required.

Approved by: Paul Watkins

Title: Director

Date: 21 September 2026

Signed: 

FRF Motors Limited