Worcester Carsales Limited

Slavery and Human Trafficking Statement

This statement is made pursuant to 54(1) of the Modern Slavery Act 2015 and sets out the steps that Worcester Carsales (Holdings) Limited (Parent Company) and Worcester Carsales Limited has taken and is continuing to take to ensure that modern slavery and all it encompasses is not taking place within our business or supply chain. This for the financial year ending 31st December 2022.

Modern slavery encompasses 'slavery' where ownership is exercised over a person; 'servitude' which involves the obligation to provide service imposed by coercion; 'forced or compulsory labour' involves work or service exacted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily; and 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them. Worcester Carsales (Holdings) Limited and Worcester Carsales Limited has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Worcester Carsales (Holdings) Limited and Worcester Carsales Limited operates in England only and is involved in the sales, service and repair of vehicles and all its operations etc... Our supply chains are extensive and we expect the same high standards which we set for ourselves from those parties with whom we engage, such as our suppliers and customers.

We have robust recruitment processes in line with UK employment laws. This includes checking documents to ensure that all employees have the right to work in the UK, issuing contracts of employment, checking to ensure everyone employed is aged 16 and above and ensuring that all business activity complies with national minimum and living wage legislation.

To ensure a high level of understanding of the risks of modern slavery and human trafficking, we provide awareness training during the induction process of new employees.

The company is committed to ensuring every employee can enjoy a safe working environment that promotes dignity and respect to all. Any concerns can be raised confidentially as part of the Group's HR processes. The company's procedure is designed to make it easy for workers to make disclosures without fear of retaliation.

Due to the nature of our business, we assess that there is very low risk of slavery and human trafficking in our business and supply chains. However, we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our company policies.

The board of directors of the company approved this undated statement at its board meeting.

Signed ..... (Managing Director) Alexandra Grieveson

For and on behalf of Worcester Carsales (Holdings) Limited & Worcester Carsales Limited

Date: 27/05/2023

T Wall Garages
High Street, Pensnett, Kingswinford DY6 8XB
Telephone: 01384 288333