

FRF Volvo

Valley Way, Swansea Enterprise Park, Swansea,

SA6 8QP

Modern Slavery Policy

As a company within the Volvo Car Group (Volvo Cars), FRF South Wales (Holdings) Ltd respects and works in line with internationally proclaimed human rights principles and ensures that the company does not abuse any part of such principles.

We strongly believe that our employees are our most important resource and are committed to responsible business and rely on the same level of commitment from all who work for us and expect it from all with whom we do business.

We fully adhere to and are bound by Volvo Cars' Slavery and Human Trafficking Statement, found here [Code of Conduct and other policies | Volvo Group](#) and are fully committed to human rights as outlined in Volvo Cars' People Policy and Code of Conduct which includes the following: non-discrimination and equal opportunities, no child labour, no forced labour, freedom of association and collective bargaining, as well as ensuring the health and safety of our employees.

Forced labour, including debt bondage, trafficking and other forms of modern slavery is not accepted in our businesses. We do not engage in, or support the use of forced labour, nor shall any employee be required to deposit identity papers at the start of employment.

This Code of Conduct, which is based on existing corporate policies, is our way of ensuring that we conduct business in an ethical and compliant way, particularly towards offences under The Modern Slavery Act of 2015. We are committed to opposing modern slavery in all its forms and preventing it by whatever means we can.

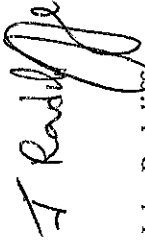
To reinforce our commitment to this policy we will:

- Undertake risk assessments within our business to identify which parts are at most risk of modern slavery.
- Evaluate and review the modern slavery and human trafficking risks of each new supplier.
- Work to mitigate these risks as far as possible by communicating and demonstrating our commitment to ethical business.
- Supplier code of conduct – suppliers are required to confirm that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law.

August 2024

We encourage employees of FRF Volvo to be comfortable raising questions or concerns about ethical issues or cases of non-compliance. We support a culture of openness, integrity, and accountability. We have a Grievance Policy and a Whistleblowing Policy where our employees can raise a grievance or make a complaint about any element of their employment.

This statement has been approved by Mr. John Radcliffe on 1st August 2024.

A handwritten signature in black ink, appearing to read 'J Radcliffe', written in a cursive style.

Mr. John Radcliffe
Director.