Baylis (Gloucester) Limited

"Aiming to be the retailer of choice for customers and employees"

Modern Slavery

Definition of Slavery:

Slavery is where ownership is exercised over a person; servitude involves the obligation to provide services 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 himself voluntarily; human trafficking concerns arranging or facilitating the travel of another with a view to exploiting them.

The Company will ensure that it will comply with the Modern Slavery Act 2015. This statement explains how this will be achieved, to ensure that no slavery is part of any of our business operations that includes our supply chains, goods and services.

An overview of the Company's organisational structure, its business and supply chains is as follows:

Baylis (Gloucester) Limited operates motor retail dealerships (both new and used vehicles, service, body repair and parts operations, and ancillary functions). The majority of sites represent the Vauxhall franchise, all sites are within the UK and the business currently has approximately 360 employees.

The Company has recruitment and selection policies that ensure compliance with equal opportunities legislation and uses only recognised recruitment agencies.

We allow all individuals who work or provide services to us the right to freely choose to do so. We offer an environment which is free from harassment and unlawful discrimination and that complies with employment legislation.

The Company has introduced a third party operated Whistleblowing reporting system to make it easier for employees to effectively report any concerns on a confidential basis. Details are issued to new employees and explained at their "Welcome to Baylis" Induction session. (Details were issued to all existing employees when first launched).

At this session, all employees are reminded to treat others with respect and courtesy and to comply at all times with relevant laws and standards.

The Company's values are "Honesty, Commitment, Positive Attitude, Excellence and Resilience". The Company is "aiming to be the retailer of choice for customers and employees".

If it is suspected that an employee has committed an offence as follows:

• That the person holds another person in slavery or servitude and the circumstances are such that the person knows or ought to know that the other person is held in slavery or servitude, or

• That the person requires another person to perform forced or compulsory labour and the circumstances are such that the person knows or ought to know that the other person is being required to perform forced or compulsory labour,

They will be subject to the Company's Disciplinary Process, which could lead to dismissal.

Our main supplier is the vehicle manufacturer who supplies vehicles and parts. The prior supply chain is complex and has overseas elements. This makes it difficult for Baylis (Gloucester) Limited, as a motor retailer, to see or manage any issues in that supply chain and therefore such issues must ultimately be our manufacturer suppliers' responsibility.

The Company does not engage in forced or involuntary labour and will not tolerate any of our suppliers engaging in such conduct. We seek to work with like-minded businesses and will terminate our relationship with a supplier if we have cause for concern. If we suspect a supplier to have committed the above then the Company will report them to the Police.

As we have a zero-tolerance approach to modern slavery and have not identified any indications that it occurs in our supply chain we have not adopted any performance indicators.

The Company makes all employees aware of this Statement, and encourages them to be vigilant in identifying and reporting any concerns they have.

David J Jones

Director

Date 08/02/2024

For and on behalf of Baylis (Gloucester) Limited, approved by the Board of Directors for the financial year ended 31st December 2023.