

Simon Bailes Limited: Modern Slavery Act Statement

Simon Bailes Limited is a private family owned business, operating motor retail dealerships in Northallerton, Stockton and Guisborough. The group employs 75 people across 4 sites, and our principal activity is the sale and service of new and used motor vehicles, the supply of spare parts, and body repair through our Accident Repair Centre. We operate solely in the UK.

We operate in partnership with both Peugeot and Citroen via Stellantis.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are also committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chains.

Our own employees work for us on transparent and compliant terms and we respect their equal opportunities rights.

Simon Bailes Limited has centralised functions within our Head Office in Northallerton which includes Human Resources, Finance, Purchasing and Payroll and this allows us to exercise control over areas of concern as detailed in the Modern Slavery Act 2015. We endeavour to work only with reputable suppliers.

As a result of the franchise nature of our business, a large proportion of our supply chain relationships are with the Stellantis Group which incorporates both Peugeot and Citroen. The contracts we have in place with these manufacturers contain specific policy clauses on the Modern Slavery Act to ensure all businesses conduct their operations in line with the legislation.

Simon Bailes Ltd has a commitment to conduct its business in an honest and ethical manner and all members of staff are expected to share this commitment. Our five core Values are People, Customers, Standards, Honesty and Profit, and these Values guide and strengthen the culture of the Company

We also have policies and practices in place to ensure human rights and modern slavery instances do not take place within our business which include Whistle-blower Policy, Recruitment Policy, and Anti Bribery Policy. All new employees on joining the business are taken through an induction programme which provides details of the various company policies and practices.

Simon Bailes Ltd will investigate thoroughly any claim or indication that areas of our business or supply chains are engaging in human trafficking or slave labour. Any such claims that come to the attention of Simon Bailes Ltd will be reported to the Directors who will oversee any investigations, and consider the findings and the outcome so that remedial action if required can be taken without delay.

This statement is made in accordance with the Modern Slavery Act 2015 which requires businesses to disclose publicly the steps taken in pursuant of Section 54(1) of the Modern Slavery Act 2015 and constitutes our company's Slavery & Human Trafficking Statement for the financial year ended 31st December 2023.



Simon Bailes Limited
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VAT Reg. No. 339 3489 64