



## MODERN SLAVERY STATEMENT

### INTRODUCTION

Mon Motors is committed to preventing slavery and human trafficking in any of its corporate activities and recognises its responsibility to understand all potential risks relating to the business and to put steps in place to ensure there is no slavery or human trafficking within its supply chain.

The Company understands there are many forms of slavery including forced labour, debt bondage and human trafficking. The aim of this policy and the training of employees is to raise awareness of this issue and create a better understanding of how this relates to the workplace.

### STRUCTURE AND SUPPLY CHAINS

Mon Motors is now one of the largest automotive dealer groups in South Wales and the West of England. We are a family run company whose values are built on providing an exceptional customer experience and are committed to building lasting relationships that are based on trust and an exceptional level of customer service.

Our supply chains predominantly include a variety of vehicle manufacturers from whom we obtain our principal products of vehicles and aftersales parts. We also use a variety of local and national suppliers providing goods and services for the operation of our businesses.

### PURPOSE AND SCOPE OF THE COMPANY POLICY

The policy sets out the Company's position on forms of modern slavery and human trafficking, steps that should be taken if slavery is suspected in any aspect of the supply chain and how the Company will raise awareness of the issue. We are committed to continuous improvement in our approach to identifying and mitigating modern slavery risks.

The policy includes -

#### Responsibilities and reporting procedure

It is the duty of all employees to take whatever reasonable steps are necessary to ensure compliance with our policy and to prevent, detect and report any instances of suspected slavery or human trafficking. This duty does not only fall on the directors of the Company but equally to all employees and associated persons.

It is encouraged that any suspicions or concerns are reported promptly to ensure investigations may proceed without undue delay and any action can be taken

efficiently. Concerns can be raised through line management or via the Company's Protected Disclosures (Whistleblowing) Policy.

The Company will support anyone who raises genuine concerns in good faith, it is also committed to ensuring nobody suffers any detrimental treatment as a result of reporting in good faith a suspicion that an actual or potential instance of slavery or human trafficking has taken place or may take place in the future.

Other relevant Policies include -

Protected disclosures policy  
Employee code of conduct  
Recruitment policy  
Supplier code of conduct  
Data protection policy

## DUE DILIGENCE AND RISK ASSESSMENT

We adopt a risk-based approach to due diligence, including consideration of supplier location, sector risk, and the nature of goods and services provided. Where appropriate, suppliers are expected to confirm compliance with our Supplier Code of Conduct. We may request written confirmation of compliance or include contractual provisions relating to modern slavery.

The Company requires all managers and all HR personnel within the company to complete training on modern slavery and human trafficking.

The Company's modern slavery training includes:

- Assessing the associated risks of slavery and trafficking in relation to various aspects of the business, including available resources and support.
- How to identify potential signs of slavery and trafficking.
- What steps should be taken if there is suspected slavery or trafficking in the workplace.
- External help that is available e.g. the Modern Slavery Helpline.
- What steps the Company should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, for example suppliers operating in higher-risk geographies, labour-intensive industries or where there is limited transparency in labour practices, including their removal from the Company's supply chains.

Awareness-raising programme:

The Company is committed to ensuring all employees have a high level of awareness of the risks and issues surrounding the policy.

In addition to training key members of staff, the Company will raise awareness of modern slavery and human trafficking issues by communicating with staff across all dealerships.

These communications will explain to staff:

The basic principles of the Modern Slavery Act 2015.

How to identify and prevent human trafficking

How to notify relevant parties in the Company of concerns surrounding these issues.

Any external help that is available to employees.

#### EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We have not identified any instances of modern slavery or human trafficking within our business or supply chain during the reporting period. However, we recognise that risks remain and continue to review and strengthen our controls.

We monitor effectiveness through:

- Percentage of suppliers subject to due diligence screening
- Completion rates of employee training
- Number of concerns raised and investigated
- Supplier compliance with our code of conduct

We intend to keep this under review.

#### FURTHER STEPS

As set out above, the Group continues to take further steps to ensure that neither slavery nor human trafficking occurs either in our business or in our supply chain through continued training and communication on this matter.

#### APPROVAL

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2025.

This statement has been reviewed and approved by the Board of Directors and is published on the Company's website.

James Robinson-Wyatt  
Group Finance & Commercial Director  
April 2026