

Rygor Slavery and Human Trafficking Statement

The Modern Slavery Act 2015 (MSA 2015) focuses specifically on the issue of modern slavery, to ensure offenders are suitably reprimanded with severe sentences. Modern slavery encompasses the offences of: '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. This statement explains the steps Rygor has taken during the 2023/2024 financial year, to ensure that slavery or human trafficking does not take place in any part of the Rygor business, or its supply chains.

Rygor Group Limited and its associated companies recognise its business and social responsibility to reduce the risk of human trafficking, forced labour and debt bondage, sexual exploitation, criminal exploitation, and domestic servitude.

Rygor is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

Rygor has a detailed policy in place to prevent all forms of modern slavery. This policy has been communicated to all Rygor team members and is also available to view on the company intranet and on the company Shared Drive. Rygor advocates and encourages equality, diversity, and respect as a key part of its ethos. Through Rygor's new starter process, all team members are required to complete a Modern Slavery training course. This course has also been completed by existing employees, to ensure the whole team understands Rygor's social and business responsibilities, their individual responsibility to treat others with respect and courtesy, and ensures the team adhere to all the relevant laws and regulations, and Rygor's own standards. This training is monitored and measured quarterly, to ensure all team members are compliant.

In addition to mandatory training, all new Rygor team members are provided with a detailed New Starter pack. This pack contains all Rygor's policies, including its Modern Slavery policy, and highlights the processes through which any concerns should be raised.

Rygor's Modern Slavery policy is reviewed annually by Rygor's People Team and Rygor's legal advisers, to ensure the Rygor business remains compliant. Rygor is committed to its ongoing due diligence process, and regularly reviews its policies in line with legislation. The Modern Slavery policy is included in Rygor's permit to work document, which is signed by all contractors and suppliers working for/with Rygor. Rygor's management team are alert to the potential signs of modern slavery and human trafficking and will address any concerns raised by their team or suppliers. If concerns are raised, Rygor's People Team will be involved in a thorough risk

assessment and if, after investigation any worker is found in breach of our policies, Rygor will ensure suitable disciplinary action is taken, and reserves the right to terminate an employee's contract or cease trading with a supplier. The business will notify the appropriate safe-guarding services or authorities where wrongdoing is suspected.

Rygor seeks to be an employer of choice, and as such the business recognises the rights of all individuals working for Rygor or providing services to the business, to freely choose employment and the right to associate freely with other individuals. For example, team members are free to join a trade union if they wish, and because of Rygor's commitment to equality, diversity and inclusion, Rygor promotes a working environment free from harassment and unlawful discrimination. Rygor ensures its working practices are in accordance with the Equality Act 2010, and all appropriate employment legislation.

Rygor regularly evaluates the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain by ensuring we deal with reputable suppliers with good procedures and policies in place and always mindful of any potential risks. We do not consider that we operate in high-risk sectors or locations because our operations are entirely UK based.

In relation to Rygor's supply chains, the business makes every reasonable effort to conduct risk assessments of the third parties it works with. Where it is possible to do so, Rygor investigates the working conditions of its supplier's staff, and requires its supply chain contractors to read Rygor's Statement and Contractor Principles and sign the associated declaration. Rygor's statements and processes are highlighted in all its business tenders, to ensure all Rygor's business affiliations are mindful of their collective responsibilities in line with the Modern Slavery Act 2015.

We do not seek to source supplies from abroad where greater risk in the supply chain can occur. We are mindful of the UK risk and periodically review our supply chain for any risk. The vehicles that we purchase in our vehicle sale business are supplied by manufacturers who have their own processes and responsibilities for ensuring that modern slavery is not occurring or is a risk

Rygor does not engage in forced or involuntary labour and employs a zero-tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct. Rygor requires its suppliers to certify that they do not participate in any forced or involuntary labour, either with their workers, subcontractors, agents or associates. Rygor aims to ensure that our performance indicators do not put pressure on or influence any modern slavery risk.

We invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy.

Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

In addition to training its team and engaging with its contractors and suppliers, Rygor has a clear whistleblowing procedure in place to report concerns outlined in the MSA 2015. This information can be easily accessed by all Rygor team members via the company intranet, or by visiting Rygor's main website [Legal Notice | Rygor Mercedes-Benz](#)

Rygor's full Modern Slavery policy is available to third parties. To request a copy, please contact Rygor's People Team at peopleteam@rygor.co.uk.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Rygor's slavery and human trafficking statement for the financial year commencing 1st May 2023 and ending 30th April 2024.

This statement was approved by Tim Smith on 30th May 2024.

Signed: 

Tim Smith

Rygor Group Limited i.e. the parent company - if applicable please note that any subsidiary that meets the s54 criteria e.g. if it has a total annual turnover of £36 million or more will have to produce its own separate anti-slavery statement although the parent company can produce the statement that the subsidiaries can also use although the statement must cover the steps each of those subsidiaries have taken respectively.]

Date: 30th May 2024