

Organisation

Organisational structure

[illegible]

- Chilcompton, Didcot Fleet Workshop, Erith Fleet Workshop, Gloucester, Grantham Fleet Workshop, Heathrow Passenger Car, Heathrow Truck Centre, Heathrow Van Centre, Hemel Hempstead Fleet Workshop Kidderminster, Nuneaton, Oxford, Pontefract Fleet Workshop Reading, Reading Fleet Workshop,

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Next review: May 2027

Rygor Plant, Southampton Fleet Workshop, Swindon, Warrington Central Administration, Wellingborough Fleet Workshop and Westbury.

All employees are based within the United Kingdom, and all labour supporting Group operations is undertaken domestically.

The Group's activities include the sale, servicing, repair, and support of commercial vehicles, along with associated parts supply and fleet solutions.

Definitions

The Group considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom and in many cases exceeds those minimums in relation to its employees.

The Group Modern Slavery policy is reviewed annually by the People Team and the Groups legal advisers, to ensure the Group remains compliant. The Group is committed to its ongoing due diligence process, and regularly reviews its policies in line with legislation.

The Group's full Modern Slavery policy is available to all third parties upon request. The Group'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, the Group will conduct a thorough investigation linked to the risk assessment and if, after investigation any worker is found in breach of our policies. The group 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.

The Group seeks to be an employer of choice, and as such the business recognises the rights of all individuals working for the Group 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 the Group's commitment to equality, diversity and inclusion. The Group promotes a working environment free from harassment and unlawful discrimination. The Group ensures its working practices are in accordance with the Equality Act 2010, and all appropriate employment legislation.

Supply chains

In order to fulfil its activities, the Group's main supply chains include (but are not limited to):

- Vehicle manufacturers and OEM suppliers
- Parts, tools, and workshop equipment suppliers
- Facility management services
- IT services, software, hardware, and outsourced support
- Uniform, stationery, and office equipment providers
- Body builders for vehicle modifications

Many of the Group's first-tier suppliers are large UK-based or global organisations that may themselves rely on multi-tier supply chains. The Group recognises that lower-tier suppliers introduce increased complexity and potential risk.

In relation to the Group 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, the Group investigates the working conditions of its supplier's staff, and requires its supply chain contractors to read the Group Statement and Contractor Principles and sign the associated declaration. The Group statements and processes are highlighted in all its business tenders, to ensure all the Group business affiliations are mindful of their collective responsibilities in line with the Modern Slavery Act 2015.

The Group does not seek to source supplies from abroad where greater risk in the supply chain can occur. Being mindful of the UK risk and periodically review their supply chain for any risk. The vehicles that the Group purchase in their 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.

Potential exposure

In general, the Group considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers, where necessary.

The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Group has taken the following steps to ensure that modern slavery is not taking place:

- reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- measures in place to identify and assess the potential risks in its supply chains;
- creating action plans to address risk to modern slavery;
- actions taken to embed a zero-tolerance policy towards modern slavery

Key performance indicators

The Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the Group or its supply chains.

- Suppliers assessed for modern slavery risk
- Number of modern slavery concerns raised internally or via whistleblowing (target: zero)
- Completion rate of modern slavery training for relevant employees
- Year-on-year review of due-diligence outcomes and supplier performance

Policies

The Group has the following policies which further define its stance on modern slavery, including:

- Modern Slavery & Human Trafficking Policy
- Corporate Social Responsibility Policy
- Recruitment & Vetting Policy
- Anti-Harassment
- Whistleblowing
- Safeguarding

Due Diligence and Risk Assessment

Rygor Group recognises that the greatest risk of modern slavery lies within our third-party supply chain, particularly concerning the use of temporary agency labour and outsourced facility services.

To mitigate this, Rygor Group utilises a mandatory, internal Modern Slavery Risk Assessment & Supply Chain Vetting Checklist. Managers and the Procurement Team must use the operational framework to actively assess, audit, and manage the risk of exploited labour before engaging any local third-party contractors, with a specific focus on high-risk sectors such as agency drivers, workshop cleaners, and vehicle valeters.

Training

The Group invest in educating employees to recognise the risks of modern slavery and human trafficking in the Group and supply chains. Through training programmes, employees are encouraged to identify and report any potential breaches of our antislavery 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.

The Group provides the following training to staff to effectively implement its stance on modern slavery:

- Induction training for all new employees
- Refresher training for all managers and employees
- E-Learning covering signs of exploitation and how to report concerns

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

The Group's full Modern Slavery policy is available to third parties and can be requested through the Group's People Team at peopleteam@rygor.co.uk.

Head of Procurement and Projects

The Group has a Head of Procurement and Projects, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action in conjunction with the People Team, with regard to the Group obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval: 1 May 2026

Signed...



John Keogh – Managing Director

Date: 1 May 2026