



RYLAND AUTOMOTIVE LIMITED MODERN SLAVERY ACT STATEMENT

In this Statement, "Ryland Automotive group", "the Group", "we" or "us" refers to Ryland Automotive Limited and its subsidiary companies. Our operating companies are:

- 1.2.1 Ryland Motors Limited;
- 1.2.2 Rycliff Cars Limited;
- 1.2.3 Ryland Automotive Limited;
- 1.2.4 Ryland Athena Limited;
- 1.2.5 Ryland Leisure Limited; and
- 1.2.6 Dealership Developments Limited.

The Group respects all people and is committed to equal treatment. We endeavour to ensure that no slavery or human trafficking takes place within our business or supply chains, and will take immediate steps to deal with any organisations or individuals found to be involved in such practices so that our standards and values are maintained. This policy reflects our commitment to act ethically and with integrity in our business relationships.

The Group operates motor vehicle dealership sites across the UK. It represents 9 motor vehicle manufacturers at 7 retail dealerships and directly employs over 280 people.

The principal activities of the Group are:

- the sale of new and used vehicles and related finance and insurance products; and
- the servicing and repair of vehicles and the sale of parts and accessories.

The Group is committed to taking reasonable steps to help address the risk of modern slavery or human trafficking occurring in our supply chains or in any part of our business, recognising that this is an ongoing challenge. In order to safeguard against this risk, the Group ensures that:

- our management, staff and contractors are advised about the Group's policy on the MSA;
- on induction, staff are vetted to ensure that they have the right to work in the UK and the Group requires that contractors also carry out such checks;
- our business activity and that of our contractors complies with minimum wage legislation; and
- we effectively communicate the Group's Public Interest Disclosure (Whistleblowing) Policy.

The Group requires that the business practices and supply chains of our suppliers are in accordance with the MSA. Due to the breadth of our supply chains, we are not in a position to check every business relationship. Accordingly, the Group monitors compliance by suitable levels of due diligence according to our assessment of the risk of the potential for modern slavery and/or human trafficking.

If the Group is not satisfied that a supplier complies with the MSA, or is taking reasonable steps to achieve compliance, we will (to the extent permitted under contract or by law) temporarily suspend business with that supplier. The ultimate sanction for continual failure to comply will be for the Group to cease to trade with that supplier (as quickly as permitted under contract or by law).

The Group will quickly and thoroughly investigate any claim or indication that any area of its business or supply chains is engaging in modern slavery and/or human trafficking, and appropriate remedial action will be taken. The Board of Directors will be informed of any such instance, including the findings and outcome of the investigation.

This statement has been approved by the Board of Directors of the Group, who will continue to review and develop our monitoring processes and training and update them as necessary.

Simon Sheldon
Chief Operating Officer

Updated May 2025