

## MODERN SLAVERY ACT 2015

### INTRODUCTION

As one of the North East's leading motor dealerships and having access to a global supply chain including international vehicle manufacturers, we recognise that we have a responsibility to help prevent modern slavery in our industry. Modern slavery encompasses slavery, servitude, human trafficking and forced labour. RMB Automotive Ltd has a zero-tolerance approach to any form of modern slavery and we are committed to acting both ethically and with integrity in all our business dealings. We are also committed to putting effective systems and controls in place to safe-guard against any form of modern slavery taking place within the business and/or our supply chain.

### RMB ORGANISATIONAL STRUCTURE

RMB Automotive Ltd is a motor retail business operating across 5 sites specialising in the sale, lease, service and repair of new and used vehicles. There are approximately 175 employees and the annual turnover is £60 million and are therefore required to publish our Modern Slavery Statement in accordance with the Modern Slavery Act 2015.

### OUR SUPPLY CHAINS

Our supply chains include:

- Vehicle manufacturers and suppliers based in the UK, EEA and worldwide
- Parts manufacturers and suppliers based in the UK, EEA and worldwide
- Individuals trading in and selling used vehicles
- Parts suppliers based in the UK, EEA and worldwide
- Suppliers of consumables
- Cleaning and vehicle valet service providers

### OUR POLICIES

RMB Automotive Ltd have policies in place which are regularly reviewed and reflects our commitment to conducting business in an ethical manner. We will ensure that systems and controls are in place to safeguard against any form of modern slavery taking place within our business.

The relevant policies include:

- Anti-slavery policy
- Recruitment policy
- Code of Conduct



## OUR SUPPLIERS

We will conduct due diligence through an online search to ensure that a supplier organisation has never been convicted of offences relating to modern slavery. Our anti-slavery policy forms part of our contract with all suppliers and they are required to confirm that no part of their business operations contradicts this policy.

RMB Automotive Ltd require our suppliers to confirm to us that:

- They have zero-tolerance towards slavery and human trafficking
- They will hold their own suppliers to account over modern slavery
- They will provide a copy of their Statement published under the Modern Slavery Act 2015 (if their turnover is £36m and above)
- If they are a UK based supplier, they must pay their employees at least the national minimum wage or national living wage, or if they are an international supplier the minimum wage that is applicable in that country
- They provide their employees with an employment contract, they do not withhold salaries for any reasons and they don't require employees to surrender their passports or work permits as a condition of their employment.

## TRAINING

This policy is published on the Company intranet and for newly recruited staff training will be provided at the induction stage.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31<sup>st</sup> December 2017.

ROBERT BENNETT

MANAGING DIRECTOR