

FAINTREE SKODA

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY STATEMENT

Introduction

This statement sets out Faintree Garage Ltd actions in respect of potential modern slavery risks related to its business and details the steps that are aimed at ensuring that there is no slavery or human trafficking in our business and supply chains.

As part of the Retail Motor Industry, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational structure and supply chains

This statement covers the activities of Faintree Garage Ltd:

Countries of operation and supply

The Company currently operates in the following countries:

- United Kingdom.
- The following is the process by which the company assesses whether or not particular activities or countries are high risk in relation to slavery or human trafficking:

High-risk activities

No activities are considered to be at high risk of slavery or human trafficking:

Responsibility

Company management are responsible for initiating the following

- **Policies:**
- **Risk assessments:**
- **Investigations/due diligence:**
- **Training:**

Relevant policies

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations [select the relevant policies from the list below:

- **Whistleblowing policy** - The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct** - The Company's code makes clear to employees the actions and behaviour expected of them when representing the Company. The Company strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Supplier code of conduct** - The Company is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The Company works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment/Agency workers policy** - The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

Due diligence

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence and reviews include

- Ensuring that all suppliers have a Modern Slavery Act Policy and are aware of their responsibilities.

Performance indicators

The Company has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, the Company is [select the relevant KPIs from the list below]:

- requiring all staff to have completed training on modern slavery by 31st December 2021

Training

The Company requires all staff within the Company to complete training on modern slavery.

The Company's modern slavery training

Our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of

labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;

- How to identify the signs of slavery and human trafficking.
- What initial steps should be taken if slavery or human trafficking is suspected.
- How to escalate potential slavery or human trafficking issues to the relevant parties within the Company.
- What messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and
- What steps the Company should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from the Company's supply chains.

Awareness-raising programme

As well as training staff, the Company has raised awareness of modern slavery issues by putting up posters across the Company's premises.



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Director approval

This statement has been approved by the Company's Directors, who will review and update it annually.

Director's signature:

Director's name:

Paul Wedgbury

Date:

27-9-2021

