

Modern Slavery & Human Trafficking Statement – Financial Year 2025

Introduction

This statement is made in accordance with the Section 54 of the Modern Slavery Act 2015 (MSA 2015).

Modern slavery is the illegal exploitation of people for personal or commercial gain, often in horrendous conditions, which the victim cannot escape. Businesses have a key part to play in the effort to tackle this crime and protect vulnerable workers from exploitation.

This statement sets out Bapchild Motoring World (Kent) Limited actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the 2025 financial year.

The organisation is absolutely committed to preventing slavery and human trafficking.

Business organisation, structure and supply chains

This statement covers the activities of Big Motoring World. The organisation currently operates in the UK only.

Big Motoring World is a leading car supermarket and operates from a number of sites across the UK. Its principle activity is the sale of used vehicles and also the arrangement of finance to enable customers to buy vehicles. Big Motoring World employs over 1,400 employees directly and also works with a variety of suppliers that support our operations.

Responsibility

Responsibility for the organisation's anti-slavery initiatives is set by the Company Secretary. Ultimate responsibility rests with the Chief Executive Officer.

Relevant policies

The organisation operates various policies that reflect its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy**

The organisation encourages all its colleagues, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. The Whistleblowing policy encourages staff to report any wrongdoing which extends to human rights violations like modern slavery.

- **Employee code of conduct**

The organisation's code makes clear to colleagues the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour.

- **Recruitment/agency workers policy**

We operate eligibility to work in the UK checks for all colleagues to safeguard them against human trafficking or individuals being forced to work against their will. The organisation uses only reputable employment agencies to source labour.

Supplier adherence to our values

Big Motoring World has a zero tolerance policy to slavery and human trafficking and we expect our suppliers to operate to the same values and comply with their legal obligations. We will require and seek confirmation from our suppliers that no part of their business operations contradicts this policy. Serious violations will lead to the termination of the business relationship.

A Supplier Code of Conduct has been drafted and will be released once a programme of training and awareness has been carried out with the Big Motoring World management team in order that adherence to this code and related policies is embedded in the organisation's culture.

Due diligence

Our due diligence to date has not identified any instances or indications that either slavery or human trafficking occurs in our supply chain.

Performance indicators

We will take the following steps to ensure that slavery, forced labour or human trafficking are not taking place by:

- Raising awareness of this statement across Big Motoring World;
- Introducing new colleagues joining Big Motoring World to the statement as part of their induction; and
- Maintaining a register of all concerns raised and the actions taken pertaining to slavery, forced labour or human trafficking either within our own business or within our supply chains.

Training & awareness

Training on this policy, and all relevant procedures is included in our group induction process. Existing colleagues are also kept up-to-date on this policy via e-learning. The effectiveness of this training and e-learning is periodically reviewed.

The organisation has taken steps to make staff aware of what external help is available, for example the Modern Slavery Helpline, Gangmasters and Labour Abuse Authority and the “Stronger Together” initiative.

Director Approval

This statement was approved on 14th January 2025 by the organisation’s Chief Executive Officer. It will be reviewed annually.

Director’s Signature:

A handwritten signature in black ink, appearing to read "L. Vaughan", written over a horizontal line.

Laurence Vaughan

Chief Executive Officer