

## **Modern Slavery & Human Trafficking Statement – Financial Year 2021**

### **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 financial year 1 January 2021 to 31 December 2021.

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 in Kent, London and Peterborough. 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 500 employees directly and also works with a variety of suppliers that support our operations.

### **Responsibility**

Responsibility for the organisation's anti-slavery initiatives is by the HR team, overseen by the Finance Director. Ultimate responsibility rests with the CEO.

### **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 workers, 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 employees 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 employees 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 in 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 will be included in our group induction process in the coming months. A programme to ensure all existing staff access this training in addition to the new starters will need to be devised. Once up and running, the effectiveness of this training will continue to be evaluated.

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 9<sup>th</sup> April 2021 by the organisation's CEO. It will be reviewed annually.

### **Director's Signature:**



### **Director's Name:**

Peter Waddell, Big Motoring World CEO

