

Modern Slavery Act Statement

Southern Motor Group Limited ("SMG") is a private limited company incorporated in England and Wales with its head office in Croydon, Surrey. Under the **Modern Slavery Act 2015**, SMG is required to publish a **Slavery and Human Trafficking Statement** for each financial year, setting out the steps it has taken to address the risk of slavery or human trafficking occurring in its supply chain or within its own operations.

This is the statement for SMG for the financial year ended 31 December 2023. SMG has an annual turnover in excess of £59 million. The statement is updated annually.

As a business SMG has a zero-tolerance approach to any form of modern slavery. SMG acknowledges that modern slavery exists and is a risk to all businesses.

SMG has its main supply chain from Volkswagen Group United Kingdom Limited ("VWGUK") who have a zero-tolerance approach to any form of modern slavery, and this is enshrined as one of the core principles of its purchasing policy.

SMG treats its employees with respect and dignity and operates internal policies to ensure that it is conducting its business in an ethical and transparent manner. SMG's policies and procedures are reviewed and updated on an annual basis and are available to staff via its on-line PeopleHR system.

SMG's recruitment policies ensure that employee screening checks are carried out to ensure that the individual is legally entitled to work in the UK to safeguard against human trafficking or individuals being forced to work against their will, and expects the same of each of its retailers, suppliers, and business partners. Employees are free to leave their employment after reasonable notice and are not required to lodge deposits of money or identity papers with their employer. The compensation and benefits paid to employees for a normal working week comply at least with guaranteed minimum legal requirements, including minimum wage legislation and working hours comply at least with the national legal standards and are not excessive.

SMG maintains its zero-tolerance approach to any form of modern slavery. However, SMG acknowledges that modern slavery exists and is a risk to all businesses. To that end, during 2024, SMG will continue to monitor the modern slavery risk of its supplier base and suggest actions to mitigate any risks arising.

If any of SMG's business partners are found to be engaging in slavery or other unethical working practices, it will take steps to address those issues with this business partner, seek to drive improved standards and, if necessary, terminate its relationships with any such business partners.

Approved by the Board of Southern Motor Group Limited on 20th May 2024.

Signed by



Stephen Price
Financial Director



Peter Price
Sales Director