

Harwoods Limited – Modern Slavery Act 2015

In accordance with the Modern Slavery Act 2015, this statement provides the measures that Harwoods has taken to prevent slavery and human trafficking from occurring in its business and supply chains.

Harwoods operates a number of motor retail sites in the South of England. Harwoods directly employs over 1,000 people.

Harwoods has a zero-tolerance approach to modern slavery and we expect the same high standards from our suppliers.

In order to prevent slavery and human trafficking Harwoods prohibits all areas of its business and supply chains from using slavery and human trafficking of any kind.

Our main protection against slavery is to ensure that we fully comply with minimum wage legislation. We also requires this of its contractors. We also ensure that all Harwoods employees have the right to work in the UK. Harwoods also requires that all contractors only employ staff with the right to work in the UK.

Due to the breadth of its businesses and supply chains Harwoods is not in a position to check every business relationship. The principal areas in which there is a risk of human trafficking and slavery are those related to our supply chains. Harwoods sources and sells products and parts from a broad range of suppliers. To ensure that external supply chains comply with this policy Harwoods requires that the business practices and supply chains of each supplier are in accordance with the Modern Slavery Act 2015. Harwoods monitors compliance by suitable levels of due diligence according to the level of risk which we assesses of the potential for human trafficking and/or modern slavery.

Any instances of non-compliance of which Harwoods is made aware will be assessed on a case-by-case basis. Remedial action will be taken and tailored to suit the circumstances. Harwoods will only trade with those who fully comply with this statement. If Harwoods is not satisfied with the steps being taken towards full compliance, it will temporarily suspend its business with that supplier (to the extent permitted under contract or by law). The ultimate sanction for the continual failure to comply will be for Harwoods to cease to trade with that supplier (to the extent as permitted under contract or by law).

Harwoods will quickly and thoroughly investigate any claim or indication that any area of its business or supply chains is engaging in human trafficking or slave labour.

All employees are provided with full details of all our policies (including this statement) on joining the company. All policies are also available on our intranet.

This statement has been approved by the board of directors, who will review and update it as necessary on an annual basis.

This statement covers the following companies

- WJH Holdings Ltd
- Harwoods Land Ltd

- Harwoods Ltd
- Harwoods TPS Ltd
- HG Properties (Kent) Ltd
- Hunt Grange UK Ltd