



Border Cars Group Ltd

Modern Slavery Statement

March 2019

Modern Slavery Statement

This statement sets out the steps taken by Border Cars Group Ltd. and other relevant companies connected to our business to prevent slavery and human trafficking in its organisation published in accordance with the Modern Slavery Act 2015.

Introduction

Border Cars Group Ltd. recognise that, as a commercial organisation, it has a moral and social responsibility to take a zero-tolerance approach to modern slavery in all forms. Modern slavery is an unquestionable and indefensible violation of an individual's basic human rights. We are committed to preventing slavery and human trafficking in our corporate activities and to ensuring through a process of vigorous investigation that partner companies, to our knowledge, are free from slavery and human trafficking. This commitment applies to Border Cars brands and the associated companies.

We have always taken ethical trading seriously, having adhered to stringent ethical and environmental procedures. These procedures have ensured our supply chain and products are safe to use, fit for purpose and manufactured in ethically maintained and environmentally responsible conditions.

Our Policies

- **Zero Tolerance Policy** - Failing to meet the company's ethical and environmental standards will be subject to a mandatory and timed corrective action. Failure to evidence the required improvements within the agreed time frame will result in the relationship being terminated. Similarly, evidence of forced labour will result in the relationship being terminated and the violator being reported to the relevant authorities. We adopt a zero tolerance policy towards Modern Slavery of any kind within our operations.
- **Whistleblowing Policy** - We encourage all our employees to report any concerns relating to unlawful conduct, malpractice, dangers to the public or the environment and any other matter of a serious nature. All reports will be fully investigated and addressed with corrective action.
- **Quality and Sustainability Agreement** - Suppliers are required to declare that they provide safe working conditions, treat workers with dignity and respect and act ethically and within the law in their use of labour. We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Serious violations of the company's quality and sustainability standards will lead to the termination of the business relationship.

Our Agreement

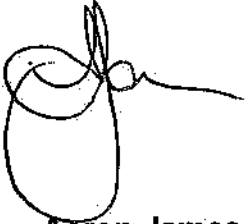
- **Border Cars Group Ltd** will promote equal opportunities for its employees irrespective of race, nationality, social background, disabilities, sexual orientation, pregnancy or maternity, political or religious conviction, sex, age, marital or civil partnership status or any other factor which cannot be justified.
- **Border Cars Group Ltd** will not employ or make anyone work against their will or under circumstances in which their labour may be coerced and exploited.
- **Border Cars Group Ltd** will respect the personal dignity, privacy and rights of each individual.
- **Border Cars Group Ltd** refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination and prohibit behaviour including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- **Border Cars Group Ltd** will provide fair remuneration and guarantee the applicable national statutory minimum wage, union agreements or industry standards.
- **Border Cars Group Ltd** recognise, as far as legally possible, the right of free association of employees and to neither favour nor discriminate against members of employee organisations or trade unions;
- **Border Cars Group Ltd** will not employ workers under the age of 16 and anyone under the age of 18 will work a maximum of 40 hours per week. Once over the age of 18 adult employment rights will then apply.

Training

Border Cars Group Ltd can provide access to a live and updated version of this modern slavery statement to all employees upon request. A copy of this statement is included in the induction process for all new members of staff and in the manager's guide for reference at any point. This policy will be updated at our annual policy review and amended copies will be distributed to all staff.

Assessment of Effectiveness

Border Cars Group Ltd ethical, environmental and equality procedures undergo constant review and are internally and annually assessed by our experienced management team. The company strongly supports the Modern Slavery Act 2015, we are committed to working with our partners, suppliers and all other businesses connected to Border Cars Group Ltd to achieve improvements in ethical and environmental standards and will demonstrate a commitment to working with suppliers to rectify any non-compliance.

A handwritten signature in black ink, appearing to read 'Aaron Jameson', with a stylized flourish extending to the right.

Aaron Jameson
Managing Director