

John Grose Group Limited

December 2018 to December 2019

Slavery and Human Trafficking Statement

This statement is made pursuant to Section 54 Part (1) of the Modern Slavery Act 2015 and sets out the steps that the John Grose Group has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Group Structure

The John Grose Group Limited, principal activities are the sale of cars and commercial vehicles, vehicle leasing, vehicle servicing, vehicle repair, vehicle parts supply and associated activities. All the Group's operations are based in the United Kingdom and the Group employs over 400 colleagues across its businesses.

Our Supply Chains

The Group's principal suppliers are global vehicle manufacturers which supply the Group vehicles and parts for onward sale to customers and under whose franchise agreements the Group operates its motor dealership businesses. In addition, the Group has commercial arrangements with vehicle finance and insurance providers, which provide finance and insurance products to the Group's customers. The Group also engages with other providers of goods and ancillary services (including oil and consumables supply, valeting services etc).

Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have adopted an Anti-Slavery Policy which reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk, we are putting in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains, focusing on the highest risk areas
- Protect whistle blowers.

Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We are reviewing our supply chain management process to ensure all those in our supply chain and contractors comply with our values and their legal obligations. This includes seeking confirmation from key suppliers of the Group that they have implemented contractual arrangements which prohibit modern slavery and trafficking and seeking confirmation that they have adopted their own anti-slavery and human trafficking policies.

We are also introducing changes to our standard terms and conditions of trading to require suppliers to comply with all applicable anti-slavery and human trafficking laws. Most of our key commercial supply arrangements already contain specific provisions regarding slavery and human trafficking and contractual arrangements will be updated, where necessary, upon renewal.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing appropriate training to our staff to raise awareness and highlight any areas of concern they may have.

Effectiveness in Combating Slavery and Human Trafficking

We have not identified any instances or indications that either slavery or human trafficking occurs in our supply chain. As such, we have not considered it necessary to adopt any formal performance indicators to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains. We intend to keep this under review.

John Grose Group Limited, 2018