

V12 Sports and Classics LTD Slavery and Human Trafficking Statement March 2021

The Modern Slavery Act 2015 (MSA 2015) focuses specifically on the issue of modern slavery to ensure offenders are suitably reprimanded with severe sentences. Modern slavery encompasses the offences of: 'slavery' where ownership is exercised over a person; 'servitude' which involves the obligation to provide service imposed by coercion; 'forced or compulsory labour' involves work or service exacted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily; and 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them.

The MSA 2015 requires large businesses with sales of over a specified amount to be transparent about their efforts to eradicate Slavery and Human Trafficking. This statement therefore explains the steps we have taken during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains or any part of our business.

Our organisation is composed of V12 Sports and Classics Ltd who retail and prepare used cars from our sites in Rugby Prep Centre, Hinckley, Stoke, Wolverhampton, Newcastle-Under-Lyme, Nelson, Witham and Luton. All our business sites are located in the UK as are our suppliers. We directly employ around 160 staff.

We have contracts of employment in place for all of our employees. Additionally, our contracts are supported by our human resources policies and procedures.

V12 Sports and Classics Ltd conducts "right to work" checks on all direct employees prior to them commencing their roles with the Company. This includes checking, where applicable, that the employee has a valid work visa and is of an appropriate age to work.

We allow all individuals who work or provide services to us the right to freely choose employment and, the right to associate freely with other individuals.

Workers are free to choose whether to join a trade union or not and as a result of our training, we offer an environment which is free from harassment and unlawful discrimination.

We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labour and have a zero tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct.

March 2021

V12 SPORTS AND
CLASSICS

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Based on our risk assessments, we deem the risk of slavery or human trafficking occurring within V12 Sports and Classics Ltd direct employee population or contract staff population under our direct supervision, to be low.

Our supply chains

Our supply chains include:

- + Sourcing vehicles from UK based auction houses
- 9 Sourcing vehicles from UK based lease companies
- ❖ Occasionally sourcing vehicles directly from vehicle manufacturers (which will be subject themselves to strict Modern Slavery Act obligations)
- ❖ Purchasing vehicles directly from customers as part of a part exchange offering
- + Purchasing vehicle parts from UK based suppliers
- ❖ Obtaining vehicle industry related goods and services from UK based companies

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking and expect all our business partners to share this approach.

copy of this statement is available on the company website for our business partners to inspect.

We currently do not engage with suppliers in high risk areas. However, if our risk assessment informs us that this situation has changed, we will introduce practices such as including our policy with all supply chain agreements and ask suppliers to confirm that they undertake business in a way that is consistent with that policy.



Farhad Tailor Managing Director

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