

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

The Williams Group of companies are fully committed to understanding all modern slavery risks and ensuring that there is no modern slavery in their own businesses or its supply chains.

Purpose

The Modern Slavery Act 2015 requires businesses whose sales are in excess of £36 million to publish their efforts to eradicate slavery and human trafficking. This statement explains the steps taken during the financial year to ensure slavery and human trafficking does not occur in any part of our business or supply chain.

Our Anti-Slavery and Human Trafficking Policy

Modern slavery is a crime and a violation of human rights. It takes various forms, including 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 a person under menace of a penalty, and human trafficking which comprises arranging or facilitating the travel of another with a view to exploiting them.

We are committed to acting ethically and with integrity in all our business relationships, whilst ensuring that there is no modern slavery or human trafficking in our supply chains or any part of our business.

Our business and supply chains

The Williams Group is one of the leading motor retail groups in the Northwest of England representing the BMW, MINI, Jaguar and Land Rover brands whilst employing approximately 800 people with a group turnover of over £500 million. The Group specialises in the retailing of new and used vehicles including provision of finance and insurance products, service and repair including parts and a head office support function.

Our supply chains are predominately centred around two international motor manufacturers supplying vehicles and aftersales parts, whose supply chain in turn is complex and includes overseas elements. The complex nature of the manufacturers supply makes it extremely difficult for the Group to manage any issues in their supply chain and is ultimately the responsibility of the manufacturer, who in turn takes the issue of modern slavery and human trafficking seriously.

Due Diligence - Slavery and Human Trafficking

The Williams Group takes a risk based approach in assessing our exposure to slavery and human trafficking within our supply chains. Our aim is to ensure that our own high

standards for ethical conduct are shared by each supplier with which we do business from the outset of the procurement process.

We are committed to reviewing our existing supply chain to ensure where a potential risk is identified we engage with the supplier to establish whether they have implemented their own arrangements with prohibitions against modern slavery and human trafficking.

We carefully select new suppliers undertaking relevant due diligence to enable us to assess their processes and procedures in relation to modern slavery and human trafficking in their own organisation and supply chain.

Training and awareness

We provide awareness training to senior management involved in procurement to allow them to ensure they are able to identify the risks of modern slavery and human trafficking in our supply chains and our business.

The Williams Group has a zero tolerance approach to modern slavery and human trafficking and the existing control measures have not been able to identify any suggestions that it applies to any of our supply chain.



Guy Adams

Managing Director

This statement was updated and approved by the Board of Directors on 21 February 2019 following the financial year end date of 31st December 2018.