



ALTON CARS LTD

Modern Slavery and Human Trafficking Statement

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which in common have the deprivation of person's liberty by another in order to exploit them for personal; or commercial gain.

We are committed to improving our practices to combat slavery and human trafficking.

This statement is pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement.

Organisation structure

We are a provider of Accident Repair Services, in the Insurance, Accident Management and Fleet sectors.

We only operate in the UK, and we currently have 15 Accident Repair Centres in and around Yorkshire, Humberside, Derbyshire and Nottinghamshire. We employ around 375 staff in Group. All sites operate under one single limited Company, this being Alton Cars Ltd, with a registered office of; Cross Green Approach, Cross Green Industrial Estate, Leeds, LS9 0SG. Our Company Registration number is 1469019.

Our Supply Chains

Our supply chains include mainly Paint and Parts Supplier / Manufacturers.

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 parts of our business.

In light of the obligation to report on measures to ensure that all our business and supply chain are free we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues.

Our workplace policies and procedures demonstrate 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.

Please see our HR 0015 Business Ethics - Bribery & Corruption Policy which will give you an example of our approach, along with our vision for how ethically our business is run.

Due Diligence for Slavery and Human Trafficking

As part of our initiative to identify and mitigate risk we have 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.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier Adherence to Our Values



We have a ZERO tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme.

The Supply Chain Compliance Programme reviews, by Audit (internal / External), Training, Clauses in Supplier Agreements requiring that all Suppliers are Compliant with Anti-Slavery Measures. Alton Cars Ltd regularly reviews all Agreements and Dealings with Suppliers to ensure their compliance with Anti-Slavery Measures.

Alton Cars have a dedicated compliance team, which consists of participation from the management of the following departments:

Commercial

Safety, Health, Environmental and Quality,

Human Resources

Procurement

Productive Bodyshop

The compliance team is led by **Neilson Jones - Group Commercial Director**

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 provide training to our staff. We also require our suppliers and business partners to provide training to their staff and suppliers and providers.

Our Effectiveness in Combating Slavery and Human Trafficking

We use Key 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.

Further steps

We continually review our KPI's to ensure the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains and suppliers.

Paul Blundell

Group HR Director

Alton Cars Ltd
2019

1st August