

Anti Slavery and Human Trafficking Policy 2023

We maintain relationships with many different organisations in our supply chain as well employing in excess of a thousand people. In light of the Modern Slavery Act 2015 we have reviewed our existing compliance and risk management processes with a view to ensure they are robust enough to identify and prevent slavery and human trafficking in any part of our business or supply chains.

Modern Slavery and human trafficking are crimes. As a business of the highest principles we will act to oppose and prevent such practices in our work place or operated by our suppliers. We have a zero tolerance to such activities. It is the commitment of the Directors of Johnsons Cars Ltd to uphold this policy. Responsibility lies with them and operationally applied through local management.

Our steps to Detect and prevent Modern Slavery

Our approach is to question, enquire and confirm that businesses and people we trade with are observing the same high principles we do. Our aim is to only contract with parties who do not use, forced, compulsory or trafficked labour, or anyone held in slavery or servitude whether adults or children.

All staff have an obligation to familiarise themselves with our policies and procedures to help with the detection and prevention of modern slavery and conducting business in a way to reduce or eliminate this risk. Adherence to this policy forms part of all employed staff's obligations under their contract of employment.

The steps we have taken to ensure we comply with the Modern Slavery Act 2015 are below

1. We conduct a risk assessment to determine which parts of our business maybe exposed to such activities and remove the risk completely
2. We conduct a risk assessment of our suppliers who may be exposed to such activities
3. We engage with suppliers to explain our policies on Anti-Slavery and understand their approach to the same issues.

4. Where we believe there is a high risk of such activity within a supplier's organisation, we will ask the supplier to self-report on safe guarding controls.
5. Introduce where we feel necessary contractual commitments from suppliers to confirm they comply to the Modern Slavery Act 2015

Reporting of Modern Slavery and Human Trafficking

Whistleblowing procedure – Direct access to Company Directors

All Employees, Suppliers and Members of the Public can contact a Company Director by phoning 01527 590 590 and speaking to Richard Martin or emailing him directly on rmartin@jcar.co.uk. If they believe a situation has arisen where the company may have breached the policy above or be exposed to Modern Slavery. The nature of the complaint will determine the Company's next course of action. All contact will be in complete confidence