

Days Motor Group

Due diligence processes for slavery and Human Trafficking

As part of our tendering and procurement process, we require potential new suppliers to complete an equality and diversity self-assessment to confirm their compliance with relevant national and international legislation. We require all suppliers to match our commitment to equality and diversity in employment practices and service provision and this includes modern slavery and human trafficking. We ask successful tenderers contracting with the Group to ensure that they adhere to their obligations in respect of, amongst other things, equitable treatment of employees. Should suppliers not meet our standards, or refuse to work towards meeting our standards, then we may refuse to do business with them. Whilst we believe our due diligence procedures are effective in ensuring we do not contract with suppliers engaged directly in modern slavery and human trafficking.

Areas of operation at risk of slavery and Human Trafficking

The Group is based within Wales and England so the business activity takes place across the United Kingdom. As such, we have identified that the risk of modern slavery or human trafficking impacting our business or supply chain is comparatively low. Despite this, we have highlighted that there are some areas of our operations that are more vulnerable to modern slavery than others, particularly in relation to suppliers and sub-contractors for maintenance and repairs, on and off-site. To address this specific risk, we plan to include a clause in our standard terms and conditions requiring suppliers and contractors to acknowledge our commitment to combat modern slavery and human trafficking and to meet our ethical standards in this area.

Monitoring of Group operations and our supply chain

During 2022 we did not identify any instances of modern slavery within our Group or within our supply chain. However, we continue to remain vigilant to the risk and have processes and procedures in place, including our Whistleblowing Policy that allows us to continue to monitor our operations. With regards the wellbeing of our staff, they are informed to identify signs that may show indications of distress which in turn could turn into 'modern slavery'.

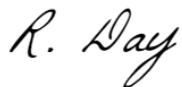
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Future plans

We are planning to undertake a number of activities over the next 12 months to improve our processes and procedures in respect of the Modern Slavery Act. These activities include:

- Reviewing our Procurement Processes and Procedures, so that they include references to modern slavery and human trafficking;
- Revisiting our Whistleblowing Policy and Codes of Conduct to ensure they remain fit for purpose in light of the Act's requirements;
- Improving the awareness of our employees, customers and suppliers regarding the Modern Slavery Act 2015, including what constitutes modern slavery and human trafficking;
- Updating all employee and contractor training relating to safeguarding, to include reference to modern slavery; and
- Monitoring our suppliers and supply chains to ensure they are, and remain, free from slavery and human trafficking.

This statement has been approved by Mr Russell Day on 31st December 2022



Mr Russell Day
Chief Executive Officer and Managing Director