

## **MODERN SLAVERY STATEMENT**

### **INTRODUCTION**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”) and constitutes the slavery and human trafficking statement for Lookers plc and its subsidiaries for the financial year ending 31 December 2020.

Lookers plc and the following of its subsidiaries are required by the Act to publish a statement: Lookers Motor Group Limited; The Dutton-Forshaw Motor Company Limited; Charles Hurst Limited; Addison Motors Limited; MB South Limited; Colebrook & Burgess Limited; Lomond Motors Limited; Lomond Motors (East) Limited; Lookers Colborne Limited; GET Motoring UK Limited; Drayton Group Limited; and S. Jennings Limited.

The Lookers plc Board annually reviews and approves the Modern Slavery Statement.

### **OUR BUSINESS AND ORGANIZATIONAL STRUCTURE**

We are one of the leading motor retail and aftersales groups in the UK, with a group turnover of over £4 billion. Our operations are carried out across the UK and Ireland. Our business consists of more than 150 franchised dealerships representing 32 marques. We have around 6,600 directly employed staff, all of whom are based in the UK or the Republic of Ireland.

### **OUR SUPPLY CHAINS**

Our supply chains are predominantly the major international motor manufacturers who supply us with motor vehicles and aftersales parts. In addition, we partner with vehicle finance and insurance providers for the provision of finance and insurance products to our customers. We also contract with other suppliers for the provision of ancillary goods, services and equipment.

### **OUR POLICY 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 part of our business.

We are committed 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.

### **DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING**

As part of the implementation of our Group Enterprise Risk Management Framework, we have identified third party supplier risk as an area for continued focus on risk reduction for the Group. As part of this work, we have identified that car valeting suppliers potentially carry modern slavery risks due to the high turnover rates and reliance on migrant workers. In 2020, we have reviewed our car valeting suppliers and taken steps to reduce the number of suppliers from 13 to 5 in order to mitigate this risk. We require our suppliers to comply with the Modern Slavery Act and prohibit any form of exploitation. Any suppliers found to have breached these obligations could face sanctions, including termination of our contract with them.

### **MEASURING THE EFFECTIVENESS OF THE POLICY**

We operate a Group-wide incident reporting system so that staff can report any concerns, including in relation to the supply chain. We also have a whistleblowing policy so that issues of concern may be raised anonymously.

We have not yet identified any instances or indications of modern slavery and human trafficking in our supply chains or in our business. We continue to keep this under review.

**TRAINING**

All colleagues have an obligation to familiarise themselves with and comply with all our policies and procedures, including our policy in relation to the identification and prevention of modern slavery. Our colleagues receive specific training on incident management and whistleblowing. To raise awareness of the Policy, this statement is also published on our internal intranet.



Signed .....

**CEO, Lookers plc**

Date: 29 March 2021