

Modern Slavery & Human Trafficking Policy Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes W J King Group's slavery and human trafficking statement for the financial year ending 30th April 2018. It explains clearly the steps W J King is taking to ensure that slavery and human trafficking is not taking place in any part of our business or any of our supply chains.

Organisational Structure

W J King (Garages) Ltd is a privately-owned motor dealer group comprised of 1 Limited Company employing approximately 350 people. The organisation has several layers of management from the directors of the company down to shop floor workers. Our supply chains include the manufacturers of vehicles, manufacturers of vehicle parts, supply of fuel to our Petrol forecourts and organisations providing external services to our business.

Policies

W J King fully supports the principals behind the Modern Slavery Act and our employment contracts are structured to adhere with these principals and hence this follows through in everything we do as a company.

Our Workers

We allow individuals who work or provide services to us the right to freely choose employment and the right to associate freely with other individuals. Workers are offered an environment which is free from harassment and unlawful discrimination. We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labour and have a zero-tolerance approach to any suppliers engaging in such conduct. We aim to ensure that our performance indicators do not put pressure on or influence any modern slavery risk.

Due Diligence & Training

As part of W J King's staff induction process and throughout workers' employment with us, we train all staff to treat others with respect and courtesy as well as ensuring they adhere to all relevant laws, regulations and standards. This is an ongoing due diligence process. We have made all staff aware that they can contact head office confidentially to report any concerns they may have of modern slavery or human trafficking either within our business or our supply chain.

Supply Chain

We expect our suppliers and contractors to adopt the same 'zero tolerance' stance to Modern Slavery and its principals and will make reasonable endeavours to investigate any concerns we have over the working conditions of their workers. If any abuse within their organisation is identified, we will take appropriate action which may include terminating our relationship with them.

Risk Assessments

We plan to implement risk assessments as parts of our induction and management training processes which will be specifically focused on identifying the areas of our business where there may be a possible risk of human abuse either in our own business or our supply chain. All potential risks will be investigated.

For and on behalf of W J King (Garages) Ltd:

A handwritten signature in black ink, appearing to read 'W. King', with a horizontal line underneath the name.

William King (Director)

23rd March 2021