

# Worcester Carsales Limited



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## Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that Worcester Carsales (Holdings) Limited (the Parent Company) and Worcester Carsales Limited (“the Company”) have taken and continue to take to ensure that modern slavery and human trafficking are not taking place within our business or supply chains. This statement relates to the financial year ending 31 December 2025.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking.

- *Slavery* involves ownership being exercised over a person.
- *Servitude* involves the obligation to provide services imposed by coercion.
- *Forced or compulsory labour* involves work or service exacted under the threat of a penalty and for which the individual has not volunteered.
- *Human trafficking* involves arranging or facilitating the travel of another person with a view to exploiting them.

Worcester Carsales (Holdings) Limited and Worcester Carsales Limited adopt a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to implementing effective systems and controls to safeguard against modern slavery within our business and supply chains.

## Our Business

The Company operates solely within England and is engaged in the sale, servicing, and repair of motor vehicles.

## Policies and Procedures

We have implemented a Modern Slavery Policy that reflects our commitment to preventing slavery and human trafficking in all areas of our operations. This policy is reviewed annually to ensure it remains effective and aligned with current legislation.

## Supply Chain and Due Diligence

Our principal suppliers include vehicle manufacturers, parts suppliers, finance and insurance providers, professional service providers, and suppliers of goods and services such as valeting, uniforms, and workshop consumables.

Whilst our supply chain can be complex and includes international elements, we expect all suppliers operating within the United Kingdom to comply with the Modern Slavery Act 2015. We reserve the right to terminate relationships with any suppliers found to be in breach of these expectations.

## Employment Practices

We operate robust recruitment procedures in line with UK employment laws. These include:

- Verifying the right to work in the UK
- Issuing contracts of employment

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- Ensuring all employees are aged 16 or above
- Complying with national minimum wage and living wage legislation

We are committed to providing a safe working environment where all employees are treated with dignity and respect. Employees are encouraged to raise concerns confidentially through our HR processes, and we ensure that disclosures can be made without fear of retaliation.

## Risk Assessment and Monitoring

Due to the nature of our business, we consider the risk of modern slavery within our operations to be low. However, we recognise that risks may exist within our supply chains and therefore remain vigilant.

We currently do not operate specific key performance indicators relating to modern slavery, as any occurrence would constitute a breach of law, company policy, and supplier standards. We will continue to review our approach and implement improvements where necessary.

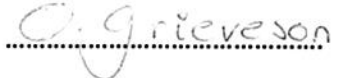
## Review

This statement and the effectiveness of our anti-slavery measures are reviewed annually to ensure ongoing compliance with the Modern Slavery Act 2015.

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## Approval

This statement was approved by the Board of Directors and signed on its behalf by:

  
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**Oliver Grieveson**

Managing Director

Worcester Carsales (Holdings) Limited & Worcester Carsales Limited

**Date:** 06/05/2026