

Cargiant

MODERN SLAVERY STATEMENT 2020

This statement is made in accordance to section 54 of the Modern Slavery Act 2015. It constitutes Car Giant Limited's (Cargiant) Modern Slavery statement for the financial year ending 31 December 2019.

We are committed to upholding our responsibility in ensuring slavery and human trafficking are not present whilst conducting corporate activities. We endeavour to ensure that our Company and suppliers are free from slavery and human trafficking.

About Cargiant's structure

Cargiant is the largest used car dealership in the world and operates from a single site in North West London. Its principle activity is the sale of used vehicles and also arranges finance to enable customers to purchase vehicles. Cargiant employs circa 700 employees directly and also works with a variety of suppliers to provide a wide range of goods and services.

Our suppliers are predominantly based in the United Kingdom and we endeavour to only use reputable suppliers. Our supply chain consists primarily of suppliers of goods and services related to the automotive industry as well as professional advisors and financial services organisations.

Our policies

Cargiant operates a Modern Slavery policy which is available on the Cargiant website and included in the Employee Handbook. Modern slavery is also highlighted during weekly inductions and similar to the Handbook, details the Company's stance on human trafficking, forced labour, slavery and other forms of exploitation. The policy also outlines the individual responsibility to identify and tackle modern slavery within the business.

In relation to the Modern Slavery policy, the Company also operate a number of other policies and procedures to prevent exploitation and human trafficking. These include:

- Recruitment – Recruit and select employees in a fair, lawful and professional manner, both for internal and external candidates and ensure workers and are paid above the UK's minimum wage.
- Equality and Diversity – continued focus on employee awareness of how we expect employees to conduct business responsibly, focusing on treating people fairly and equally, acting lawfully and the process involved to raise ethical concerns.
- Whistle Blowing – ensuring staff are aware they can raise concerns confidentially including suspicions relating to modern slavery.
- Grievance procedure – providing a fair and transparent process for all employees to raise serious concerns regarding their employment.

Our suppliers

Whilst we aim to work with suppliers who share our values, as part of Cargiant's due diligence in regards to modern slavery. We have continued to assess our business and supply chains according to the level of risk of the potential for human trafficking and / or modern slavery.

Whilst not all our suppliers need to publish a statement, it is vital that all our suppliers are aware of and are complying with the Modern Slavery Act 2015. Cargiant is committed to continuously improving its practices to identify and eliminate any slavery and human trafficking in its business and supply chains, and to act ethically in all its business relationships. Cargiant will continue to monitor the relationship with suppliers and should modern slavery be evident, the continued failure in complying with the Modern Slavery Act may result in Cargiant ceasing to trade with that supplier.

Due Diligence, Assessment and Effectiveness

Cargiant's main protection against modern slavery is to ensure that all business activities comply with minimum wage legislation and the same is expected of its suppliers. Cargiant will continue to monitor measures implemented within the business to prevent modern slavery from existing and monitor relations with suppliers. In addition, Cargiant ensures that all people employed, directly and indirectly, have the right to work in the UK and appropriate checks are carried out by the HR department upon commencement and throughout employment.

Training

During the year, we have continued to raise awareness about the Modern Slavery policy, primarily during weekly inductions for new starters and have continued to provide advice and guidance to those who have direct responsibility, to ensure the policy is maintained and carried out. Training modules are also provided to new managers to ensure they are aware of what modern slavery includes and how their team and themselves can appropriately report evidence of modern slavery.

Ongoing monitoring

There has been no cases of modern slavery being reported thus far and over the course of the next financial year we will continue to enhance our procedures to help us identify, prevent and mitigate any risks of modern slavery or human trafficking in relation to new and existing suppliers and in within our own operations. Should there be a report of modern slavery being evident by our suppliers or within the organisation then each instance will be assessed on an individual basis with immediate and suitable action being taken to suit the circumstances.

Approval

This statement has been approved by the Directors of the Company and will be and will be updated annually in line with the Modern Slavery Act's reporting requirements.

Michael Holahan
Managing Director
March 2020



Car Giant Ltd

cargiant | giant choice
giant savings