

## **MODERN SLAVERY STATEMENT 2022 INTRODUCTION**

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 2021.

Our statement outlines our zero-tolerance approach to modern slavery. In order to provide a valuable contribution to eradicating modern slavery, we believe it is imperative that we raise awareness of modern slavery/ human trafficking and be responsible for implementing appropriate measures within the business and in our corporate relationships.

### **Cargiant's structure, business and supply chains**

Cargiant has been established since 1977 and is commonly known as a used car dealership. Our mission is to remove the hassle and eliminate the stress from the car buying process whilst aiming to save both time and money for our customers. As we operate from a single site in North West London, our process allows us to facilitate and provide finance and part-exchange services in house. Cargiant employs circa 550 employees directly however we also work 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 continue to endeavour to only use suppliers we know and trust. We mainly use suppliers of goods and services related to the automotive industry as well as recruitment agencies, professional advisors and financial services organisations. We have had a long standing relationship with most of our suppliers and trust that these supply chains share a similar ethos towards modern slavery. However we will continue to monitor this and be conscience of any prospective suppliers.

### **Our policies**

Cargiant operates a Modern Slavery policy which is available on the Cargiant website and included in the Employee Handbook. This details the Company's stance on modern slavery and clearly details the individual responsibility to be conscience of where modern slavery may be identified and how to effectively tackle this within the business.

In relation to the Modern Slavery policy, the Company also operates and enforces 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.

## **Due Diligence, Assessment and Effectiveness**

As part of Cargiant's due diligence, we continue to use a criteria in order to analyse and mitigate risk for human trafficking and / or modern slavery. We will regularly review and assess our business and supply chains against this criteria in order to mitigate risk of such practices. In addition to our existing criteria, the HR team also monitor right to work documentation and pay agreements for those employed indirectly.

We continue to make our suppliers aware that we act in accordance to the Modern Slavery Act 2015 and ensure we and our suppliers act ethically in all its business relationships. We have released an addendum to current and new suppliers which clearly states our outlook on this and expectations from our relationship with suppliers. This also informs them that failure in complying with the Modern Slavery Act may result in Cargiant ceasing to trade with that supplier. Cargiant will continue to monitor the relationship with suppliers.

## **Training**

Majority of our employees are based on site and therefore are easily made aware of what modern slavery involves. Special arrangements are made for the few that operate off-site. Those that are directly responsible for the maintenance of the policy are given explicit training on how to identify evidence of modern slavery and the appropriate channels to report this. This includes existing and new members of the management team.

We aim to continue to review and implement necessary measures as part of our continuous journey in raising awareness of such prohibited practices and mitigating them.

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**  
**May 2022**



**Car Giant Limited**