

SLAVERY STATEMENT

ROWES POLICY

The MODERN SLAVERY ACT 2015 (MSA 2015) focuses specifically on the issue of modern slavery to ensure offenders are suitably reprimanded with severe sentences. Modern slavery encompasses the offences of: 'slavery' where ownership is exercised over a person; 'servitude' which involves the obligation to provide service imposed by coercion; 'forced or compulsory labour' which involves work or service exacted from any person under the menace of a penalty and for which the person has not offered themselves voluntarily; and 'human trafficking' concerns arranging or facilitating the travel of another with a view to exploiting them.

We allow all individuals who work or provide services to us the right to freely choose employment and, the right to affiliate freely with other individuals. Associates are free to choose whether to join a trade union or not and as a result of our coaching and the Equal Opportunities statement, we offer 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 the same, meaning we do not tolerate any of our suppliers engaging in such conduct. Rowes Garage Ltd. and its subsidiaries work in accordance with the European Court of Human Rights guidance and requirements.

The Anti-Slavery Policy applies to all employees (including contractors/other workers) for Rowes Garage Ltd. and sets out what behaviours constitute modern slavery and what procedure to follow when modern slavery concerns are identified (e.g. reporting, investigation, action). Compliance with the policy is compulsory for all employees (including other workers) and any breach of the policy will constitute a disciplinary offence.

THIS POLICY WAS LAST UPDATED NOVEMBER 2018.