

Modern Slavery and Human Trafficking Statement

1. Introduction

This statement sets out Grouptyre UK Limited's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

As part of tyre wholesale and distributor industry, the organization recognizes that it has a responsibility to take a robust approach to slavery and human trafficking.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

2. Organizational structure and supply chains

- This statement covers the activities of Grouptyre UK Ltd
- Grouptyre UK Ltd comprises 10 member companies who join together to purchase tyres as a group and then distribute them under agreement via the members. We have agreements to supply major national accounts nationwide.
- Our supply chain covers mostly the purchase, sale and distribution of tyres at wholesale and retail levels. Our supply chain is comprised of suppliers who provide a wide range of products and services related to the manufacturing, marketing and distribution of systems.
- The organization currently operates in the United Kingdom.

3. Our Policies on Slavery and Human Trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with are continuously performed across all functions of the business and are reviews as part of internal board meetings.

4. Responsibility

Responsibility for the organization's anti-slavery initiatives is as follows:

- **Policies:** The Board of Directors will review and authorize all policies agreed within the Group.
- **Investigations/due diligence:** The group enlists the help of a number of specialist providers to investigate or ascertain risks and to ensure robust plans are formulated to manage these areas. Our representative in China is tasked with ensuring they minimize and audit the risk within the supply chain from the Far East.
- **Training:** To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and our business, we are in the process of introducing training for our staff.

5. Relevant policies

The organisation operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- **Whistleblowing policy:** The organization encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organization's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can [use our confidential helpline/complete our confidential disclosure form].
- **Employee code of conduct:** The organization's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.
- **Supplier code of conduct:** The organization is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organization's supplier code of conduct will lead to the termination of the business relationship. The Group employs specialist consultants and risk assessors to audit key suppliers.
- **Recruitment policy:** The organization uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

6. Due diligence

The organisation undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The organization's due diligence and reviews include

- Monitoring potential risk areas in supply chains
- Mitigating the risk of slavery and human trafficking occurring in our supply chains
- Protecting whistleblowers

- invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our supplier code of conduct, including the termination of the business relationship

7. Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chain and businesses, we are in the process of introducing training for relevant managers within the business.

8. Our Effectiveness in Combatting Slavery and Human Trafficking

- We will keep under review, monitor and assess how effective we are to ensure that slavery and human trafficking is not taking place in any part of our businesses or supply chains, and we will take and implement all appropriate steps and measures to act on the findings and outcomes of any such reviews and assessments and maximize our effectiveness and continual improvement.
- This statement is made pursuant to section 54 (1) of the Modern Slavery Act 2015 and constitutes Grouptyre's slavery and human trafficking statement.

Board of Directors approval

The statement is approved by the organization's board of directors, who review and update it annually.