

MODERN SLAVERY STATEMENT 2018

Inchcape UK comprises Inchcape Fleet Solutions Limited, Inchcape Estates Limited and Inchcape Retail.

Inchcape Retail is one of the leading franchised retailer groups in the UK, partnering many of the world's best brands including Audi, BMW, Jaguar, Land Rover, Mercedes-Benz, Toyota and Volkswagen, we're passionate about ensuring our customers come first, every time. Inchcape Fleet Solutions provide a tailored and professional vehicle management solution that supports clients with their everyday challenge of running an efficient business fleet. Inchcape Estates holds and manages the Inchcape UK property portfolio

We embrace, support and respect the human rights of everyone we work with. We do not use, or accept, forced, bonded or involuntary labour or child labour. We only employ people who choose to work freely and respect their rights to equal opportunities and freedom of association.

As set out in our Code of Conduct, we are committed to honouring the terms and conditions of employment and require all employees to do the same. We are committed to providing appropriate pay, benefits and terms and conditions of employment and to seeking agreement for changing these, where required, to meet business objectives.

We recognise that ethical and productive partnerships with our suppliers strengthen our business, our reputation and that of our OEM brand partners. We treat our suppliers fairly and with respect, and we expect them to know and to agree to uphold our high standards of compliance and ethics.

We expect our employees to act diligently when selecting suppliers. They are required to work within the guidelines / policies that have been established by their business and to always base their selection decisions on objective criteria such as value received, quality, price and service.

We provide our employees with a confidential, independent whistleblowing hotline that they can access 24/7 365 days of the year if they have any concerns or suspect any wrongdoing. Such concerns are investigated promptly and impartially.

We have taken a number of steps to ascertain that slavery and human trafficking are not taking place in any of our supply chains. We have undertaken detailed analysis of our sources of direct supply. More than 90% of our direct supply comes from organisations that are, themselves, required to publish statements setting out the steps that they have taken in this regard. We have reviewed those statements, where available, and will continue to do so periodically.

Whilst we consider that the remainder of our supply is generally at low risk of exposure to modern slavery and human trafficking, we have revised our Global Procurement Policy to take greater account of potential increased modern slavery (and anti-bribery) risks. The Policy sets out that where such increased risk is highlighted, supplier evaluation and due diligence shall be performed proportionate to the risk identified.

Our procurement teams across Inchcape have received modern slavery training. Key "red flags" have been identified to assist the procurement teams in recognising possible signs of slavery or human trafficking and guidance produced so that they are fully aware of the need to avoid contracting with suppliers who contravene the Act.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ended 31 December 2018.

On behalf of the Boards of Directors

Anton Jeary

Inchcape UK Company Secretary

28 June 2019

Inchcape Fleet Solutions Limited (Co.No. 837940) and Inchcape Estates Limited (Co.No. 293551) are registered in England & Wales with Registered Office at First Floor, Unit 3140 Park Square, Solihull Parkway, Birmingham Business Park, Birmingham, B37 7YN.

Inchcape Retail includes the following companies, all of which are registered in England & Wales and have their Registered Office at First Floor, Unit 3140 Park Square, Solihull Parkway, Birmingham Business Park, Birmingham, B37 7YN; Inchcape Retail Limited (Co.No. 194561), Chapelgate Motors Limited (Co.No. 2841981), Gerard Mann Limited (Co.No. 660644), The Cooper Group Limited (Co.No. 821770), Inchcape Park Lane Limited (Co.No. 4560841) and Armstrong-Massey Holdings Limited (Co.No. 2474466).