

## **Modern Slavery Statement**

The Modern Slavery Act 2015 requires large businesses, with sales of over £36 million, to be transparent about their efforts to eradicate Slavery and Human Trafficking. The Bowker Motor Group has a zero tolerance approach to Modern Slavery of any kind within our operations and supply chain. This statement therefore explains the steps we have taken during the financial year to ensure that slavery and human trafficking is not taking place in any of our supply chains or any part of our business.

Andrew Gee, Group Chief Financial Officer will take responsibility and accountability for implementing this statement.

### **Our Business and Supply Chains**

Bowker Motor Group is a family run business based in Lancashire, Bowker Motor Group's brand portfolio includes BMW, MINI, BMW Motorrad and Harley-Davidson and Porsche Centre Preston based in Preston and Blackburn. Bowker is a car dealership in the North West and have new and used car Centres in Preston and Blackburn.

Our supply chain includes anyone that provides a product or service to us. Our supply chain consists primarily of manufacturers, dealerships, contractors.

As a result of the franchise nature of our business, a large proportion of our supply chain relationships are with a number of large multinational vehicle manufacturers. The contracts that we have in place with these manufacturers contain specific policy clauses on the modern slavery act to ensure all businesses conduct their operations in line with the legislation.

### **Due Diligence**

As part of our initiative to identify and mitigate risk we have taken various steps to ensure our business has systems in place to:

- Identify and assess potential risk areas in our supply chain
- Mitigate the risk of slavery and human trafficking occurring in our supply chain
- Monitor potential risk areas in our supply chain
- Protect whistle blowers

We are achieving this by:

- Committing at management level to take immediate action regarding any workplace concerns raised through our reporting procedures
- Only employing candidates that have applied direct or through our preferred employment agency suppliers

- Right to Work and Identity checks
- Ensuring that all employees are paid at least the National Minimum Wage or National Living Wage

### **Commitment**

We are proud of the steps taken and committed to continue this going forward. We have introduced training for managers on modern slavery awareness and signs of modern slavery. The company handbook includes our Whistleblowing Policy and Harassment and Bullying Policy. This information is provided to all new employees on joining the business and a copy is available from the Human Resources department.

We will investigate thoroughly any claim or indication that areas of our business or supply chains are engaging in human trafficking or slave labour. Any such claims that come to the attention will be reported to senior management in accordance with our whistle blowing policy. The board of directors will be informed of any issues including details of the investigations, the findings and the outcome so that remedial action if required can be resourced without delay.

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 ending 2019 / 2020



Andrew J Gee

**Chief Financial Officer**  
**Bowker Motor Group**

Date: 26 March 2019