

MODERN SLAVERY STATEMENT

INTRODUCTION

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 (“the Act”) and constitutes the slavery and human trafficking statement for Lookers plc and its subsidiaries for the financial year ending 31 December 2021.

Lookers plc and certain of its subsidiaries (as listed at the bottom of this statement) are required by the Act to publish a statement in accordance with the Act.

The Lookers plc Board annually reviews and approves this Modern Slavery Statement.

OUR BUSINESS AND ORGANIZATIONAL STRUCTURE

We are one of the leading motor retail and aftersales groups in the UK, with a Group turnover of £4.05m for the year ended 31 December 2021. Our operations are carried out across the UK and Republic of Ireland. Our business consists of more than 140 franchised dealerships representing 32 marques. We have around 6,500 directly employed staff, all of whom are based in the UK or the Republic of Ireland.

OUR SUPPLY CHAINS

Our supply chains are predominantly the major international motor manufacturers who supply us with motor vehicles and aftersales parts. In addition, we partner with vehicle finance and insurance providers for the provision of finance and insurance products to our customers. We also contract with other suppliers for the provision of ancillary goods, services and equipment.

OUR POLICY ON SLAVERY AND HUMAN TRAFFICKING

We comply with all relevant laws regarding voluntary employment and minimum ages for employment. We do not tolerate slavery, servitude or forced or compulsory labour and human trafficking in our operations or supply chain. Bonded, indentured or involuntary prison labour is also not accepted.

We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

Any new suppliers are required to complete a due diligence pack, which includes a modern slavery risk questionnaire, as part of the standard procurement tendering process. We require our suppliers to comply with the Modern Slavery Act and prohibit any form of exploitation. Any suppliers found to have breached these obligations could face sanctions, including termination of our contract with them.


MEASURING THE EFFECTIVENESS OF THE POLICY

We operate a Group-wide incident reporting system so that staff can report any concerns, including in relation to the supply chain. We also have a whistleblowing policy so that issues of concern may be raised anonymously.

We have not identified any instances or indications of modern slavery and human trafficking in our supply chains or in our business. We continue to keep this under review.

TRAINING

All colleagues have an obligation to familiarise themselves with and comply with all our policies and procedures, including our policy in relation to the identification and prevention of modern slavery. Our colleagues receive specific training on incident management and whistleblowing. To raise awareness of the modern slavery policy, this statement is also published on our internal intranet.

Signed 
 Mark Raban, Chief Executive Officer
 Lookers plc

Date: 6 April 2022

Company name	Company number
Addison Motors Limited	00714804
Addison TPS Limited	06261220
Bolling Investments Limited	00100651
Bramall & Jones VW Ltd	06514534
Charles Hurst Limited	NI004882
Charles Hurst Dublin Limited	IE316961
Charles Hurst Holdings Limited	R0000134
Colbornes Trade Parts Limited	05902687
Colebrook & Burgess Limited	03410784
Colebrook & Burgess Holdings Limited	04366399
Drayton Group Limited	04136968
Dutton-Forshaw Holdings Limited	03456809
Fleet Financial Limited	NI030373
Get Motoring UK Limited	05412648
Harpers Carlisle Limited	02565144
Lomond Motors Limited	SC184583
Lomond Motors (East) Limited	SC304405
Lomond TPS Limited	SC319410
Lookers Colborne Limited	04172337
Lookers Leasing Limited	05654532
Lookers Motor Group Limited	00143470
Lookers Motor Holdings Limited	00601147
MB South Limited	01097144
NNK Holdings Limited	11512691
Platts Harris Limited	01726323
S.Jennings Limited	00120996
S. Jennings Group Limited	05470397
The Charles Hurst Corporation Limited	NI013590
The Dutton - Forshaw Group Limited	03456828
The Dutton-Forshaw Motor Company Limited	00680734
Warwick Holdings Limited	03034706