

# Modern Slavery & Human Trafficking Statement

## 1. About Park's Motor Group

Park's Motor Group is committed to carrying out our business with integrity, transparency and fairness. We undertake to procure goods and services in a sustainable and ethical manner in compliance with our values, relevant law and policy and the Modern Slavery Act 2015.

We are committed to communicating our values to our suppliers and potential suppliers, and to monitoring their performance against them. This statement is designed to inform our employees, customers, business partners, suppliers and the general public about the steps Park's Motor Group has taken and is taking to ensure that Slavery and Human trafficking is not present either in our business or in our supply chains.

Park's Motor Group adopts a zero tolerance approach to Modern Slavery and Human Trafficking and we are committed to respecting human rights. Zero tolerance principles are built into contracts, agreed with our suppliers. We expect all those who work for and with us to adhere to our zero-tolerance approach to Slavery and Human trafficking.

## 2. Business & Organisational Structure

The company was established by Douglas Park in 1971 as a small, three coach operation. Expansion continued and the company entered into the motor trade in 1977. A steady progression since then has brought the group to its current position. It operates a diverse portfolio of luxury, niche and volume franchises from various locations throughout Scotland and England.

In addition, to motor vehicle retailing, the group operates four petrol forecourts, four body repair centres in Hillington, East Kilbride, Stirling and Inverness, as well as one of the largest trade parts wholesaling operations in Scotland. Park's of Hamilton is also Scotland's leading luxury coach operator with in excess of one hundred coaches, which cater for both business and leisure travel throughout Britain and Europe, from depots in, Blantyre, Rochdale and Plymouth.

This statement is prepared on behalf of Park's of Hamilton (Holdings) Limited, which acts as the holding company for, Douglas Park Limited, Park's (Ayr) Limited, Park's of Hamilton (Townhead Garage) Limited and Park's of Hamilton (Coach Hirers) Limited.

## 3. Supply Chain

Park's Motor Group interacts with a number of assorted suppliers in order to facilitate its business operations. Our suppliers consist of a mix of large, medium, small and independent operations, including multinational vehicle and parts manufacturers, vehicle retailers, machinery providers, professional service providers, and suppliers of commodities and resources.

Park's Motor Group is committed to transparency in its supply chain and to protecting against the risk that internal procedures, processes and contracts make demands of suppliers, contractors and sub-contractors that may lead them to violate human rights (Including Slavery and Human Trafficking).

### **Additional Supply Chain Actions:**

- Monitoring potential risk areas in our supply chains.
- Ensure contracts are reviewed, stored and managed centrally.
- Ensure that best endeavours are taken to only use reputable and proficient suppliers.

## 4. Organisational Policies

Park's Motor Group has a number of policies in place to guard against the risks of Slavery, Human Trafficking, forced and bonded labour and labour rights violations. These policies include:

- Anti-Slavery Policy
- Disciplinary & Human Resources Policies and Procedures
- Training & Induction Policy

Our Anti-Slavery Policy sets out our zero tolerance approach to slavery and human trafficking and reinforces our commitment to acting in a transparent and ethical manner. It applies to all staff and external contractors working for or on our behalf.

Park's Motor Group have agreed with a number of suppliers to execute contracts which contain specific articles that designate the measures both parties should take to comply with Modern Slavery legislation.

### **Since The Modern Slavery Act 2015 Came Into Force We Have:**

- Sought external legal advice to ensure that we are taking the necessary steps to support compliance.
- Created an Anti-slavery Policy.
- Allocated compliance roles and responsibilities within the business.

## 5. Due diligence

Employees joining Park's Motor Group undergo a pre-employment vetting process to ensure they have the right to work in the UK and are of good repute.

We ensure that all staff directly employed by Park's Motor Group do so at their own freewill and understand that they can cease their employment at any point under the terms of their employment contract.

We compensate all staff directly employed by Park's Motor Group with wages and benefits packages that meet or exceed statutory minimum requirements.

Park's Motor Group is responsible for the investigation and due diligence in relation to known or suspected instances of Slavery or Human Trafficking internally.

## 6. Risk Assessment & Measuring Effectiveness

Park's Motor Group recognises that there must be measures to assess and or review the effectiveness of the processes and procedures that we have applied to tackle Slavery and Human Trafficking.

### **Measures In Place:**

- Staff confirm that they have read and understood our Anti-Slavery Policy.
- Facilitate a desktop review of existing supply chains.
- Relevant organisational policies will be updated to incorporate Slavery and Human Trafficking (where applicable).
- Policy breaches are assessed within a week of being reported and further investigations concluded as soon as possible thereafter.

## **7. Training & Awareness**

To ensure that our members of staff develop a suitable level of understanding regarding Modern Slavery and Human Trafficking they will be required to read and acknowledge that they have understood our Anti-Slavery Policy. Further tailored training is provided where it is necessary to do so (for example, where a policy breach has occurred).

## **8. Modern Slavery Statement**

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. It constitutes our Modern Slavery and Human Trafficking statement for the financial year ending 31<sup>st</sup> March 2019.



Mr Alasdair Noble, Finance Director.  
Park's of Hamilton (Holdings) Limited  
Park House  
14 Bothwell Road  
Hamilton  
ML3 0AY