



SLAVERY & HUMAN TRAFFICKING STATEMENT

1. Our organisational structure and supply chain

The Alexanders Prestige Group offers its customers a wide range of used vehicles, incorporating Alexanders Prestige selling high end prestige 4x4 and sports cars, and Harvey Cooper Cars selling affordable premium used cars. It has approximately 60 employees and offers first class customer service to its buying customers as well as service and MOT customers. Both companies operate within the UK.

Our employees focus on delivering a first-class service of providing a vast knowledge of the automotive industry to customers purchasing our used vehicles, as well as experience and expertise to customers of our aftersales and servicing department. Occasionally we may use a 3rd party to commission vehicles requested specifically by customers.

In order to support these work activities, we have a range of local based suppliers for our vehicle parts and subcontractors to service our workshops. Whilst the majority of these are trusted, long term, local suppliers, several of them are part of nationwide chains. We also rely on various service suppliers to promote our company and streamline our operations and sales team. Due to the variety of our supply chain, it is imperative that our suppliers adhere to the same ethical trading principals that we do. As part of our due diligence when reviewing current and considering new suppliers, we ensure they have a Modern Slavery statement as well that meets the current standards.

The scale of these supply chains gives us the opportunity to promote respect for human rights and to make a positive impact on peoples lives. Starting with our own business operations and service providers, and then increasing the visibility we have of our supply chains, we have worked to identify risks of modern slavery. We believe in complete transparency within this matter and communicate our statement to our suppliers and key stakeholders by making this statement easily accessible via our website.

2. Policies in place

As an organisation that is especially proud of its reputation and customer service, we have a zero-tolerance approach to modern slavery and have key policies in place in relation to this area: Modern Slavery Policy - We are committed to acting ethically and expect all our suppliers to implement and enforce controls to ensure modern slavery is not taking place.

Whistleblowing Policy - We understand the importance of working with honesty and integrity within the workplace. We aim to positively promote a supportive environment for all those employed to voice any concerns.

Employment Screening Policy - It is important that we reduce the risk of modern slavery within our organisation even further with pre-employment checks during recruitment and before employment. Equal Opportunities Policy - We are committed to promoting equal opportunities in employment. All

job applicants will receive equal treatment regardless of age, disability, gender, marital status, race, colour, nationality, religion or sexual orientation.

Recruitment Policy - We are committing to conducting checks on work eligibility for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Freedom of Workers to Terminate Employment - We are committed to respecting the decisions of our employees should they wish to no longer continue under our employment.

Freedom of Association - As one of the human rights, all employees have the freedom of association with other including the right to form and join a trade union.

Prohibits Any Threat of Violence, Harassment or Intimidation - We provide a safe and comfortable environment for all our workers and visitors which is highlighted in our staff handbook including how to raise any concerns and extends to all staff, consultants, contractors and third parties.

Prohibits Compulsory Overtime - In line with government law, all employees over 18 wishing to opt out of the maximum 48 hours of work a week can voluntarily do so by signing an agreement made available at the start of employment and can be revised with notice at any point.

Prohibits Child Labour - We are committed to only employing individuals who are 16 years of age and over and proof of this is required at the point of employment.

Prohibits Discrimination - As part of employee's terms, unlawful discrimination of any kind is not tolerated and includes direct and indirect discrimination, harassment, victimisation and disability discrimination towards any other employee, company representative and third party of the business.

Prohibits Confiscation of Workers Original Documents - To establish an individuals right to work within the UK, a copy of their ID is requested at the time of employment and this is done in front of the individual and handed straight back to them.

In addition to these policies, we strive to provide access to remedy, compensation and justice for victims of modern slavery by adhering to both local and national laws. The Alexanders Prestige Group is committed to enforcing the above policies and as well as communicating them to workers within it's companies, will also be making them a part of it's employee induction to allow individuals to refer back to them and understand where Modern Slavery can occur.

3. Due Diligence Measures

Risks of modern slavery are dynamic and can change quickly. We regularly reassess and respond to potential risks in our business and supply chains. Procedures are in place to assess our supply chain and are proportionate to the risk of modern slavery. They are summarised as follows:

- Identify and assess potential risk areas within our supply chain.
- Identify the process of avoiding or mitigating risk.
- Reviewing of charges to ensure they are not unrealistically low in relation to the national minimum wage.
- Only reputable suppliers are used who following similar ethics and controls as our organisation.
- Protection to whistle-blowers
- Develop a learning strategy allowing us to consider new information

4. Risk Assessment

Our supply chain is risk assessed by product and business partnership predominantly with suppliers offering cleaning and sublet services and the supply of parts. Charges need to be constantly reviewed

to ensure they are reasonable and not unrealistically low as this could indicate statutory minimum wages are not being met within the supply chain.

Our key suppliers are those which we have a long term, contractual partnership with therefore this would be considered a lower risk as we have knowledge of their operations and policies. However, any new suppliers taken on need to have the relevant checks when a partnership is being considered and before contracts are completed.

Senior members of staff also receive extra training on our policies to help ensure they are embedded within our organisation and to able to help suppliers where they do not yet meet our Modern Slavery standards. They are also made aware of grievance procedures and whistle-blowing procedures for their works if cases or suspected cases are found.

5. Our effectiveness in eliminating Modern Slavery

We use the following Key performance Indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains

- Use of labour monitoring and payroll systems
- Communication and personal contact with the next link in the Supply Chain, along with their understanding of and compliance with our expectations.

We also take into consideration the effect our own actions may implement onto our suppliers that could lead to them considering Modern Slavery as a way to remain sustainable. Therefore we expect our purchasing members of staff to be mindful that their asks of a supplier, that are a common occurrence, could be an indication or create the situation of Modern Slavery. These conditions include:

- Aggressive pricing that is clearly not considered sustainable
- Short lead times
- Late high volume orders
- Late or extended payments
- Withdrawing from contracts last minute

6. Training

To promote understanding of the risks of modern slavery in our business and supply chains, management and key members of staff that directly interact with our vendors have received face-to-face training. It is our aim to be able to easily identify where slavery and human trafficking is occurring.

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 31st August 2025 and was approved by the Board of Directors on the 10th October 2025.



Andrew North
Managing Director
Alexanders Prestige Group Ltd
10th October 2025

ALEXANDERS
PRESTIGE