

Modern Slavery Statement

FRF South Wales Ltd (FRF Toyota) strongly believes that our employees are our most important resource. We are committed to responsible business, and rely on the same level of commitment from all who work for us and expect it from all with whom we do business.

We are fully aware of the responsibility we bear towards our employees, customers, and the communities in which we work. Thus, we have given ourselves a strict set of ethical values to guide us in our business dealings which reflects our commitment to respecting all human rights, which includes the following: non-discrimination and equal opportunities, no child labour, no forced labour and freedom of association, as well as ensuring the health and safety of our employees.

FRF Toyota is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Forced labour, including debt bondage, trafficking and other forms of modern slavery is not accepted in our businesses. We do not engage in, or support the use of forced labour, nor shall any employee be required to deposit identity papers at the start of employment.

This Code of Conduct, which is based on existing corporate policies, is our way of ensuring that we conduct business in an ethical and compliant way, particularly towards offences under The Modern Slavery Act of 2015.

To reinforce our commitment to this policy we will:

- Undertake risk assessments within our business to identify which parts are at most risk of modern slavery.
- Evaluate and review the modern slavery and human trafficking risks of each new supplier.
- Work to mitigate these risks as far as possible by communicating and demonstrating our commitment to ethical business.
- Supplier code of conduct – suppliers are required to confirm that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law.

We encourage employees of FRF Toyota to be comfortable raising questions or concerns about ethical issues or cases of non-compliance. We support a culture of openness, integrity and accountability. We have a Grievance Policy and a Whistleblowing Policy where our employees can raise a grievance or make a complaint about any element of their employment.

This statement has been approved by Mr Mark Radcliffe on 1st April 2019.

A handwritten signature in black ink, appearing to read 'M. Radcliffe', written in a cursive style.

Mr Mark Radcliffe
Director.