

Modern Slavery Statement

This statement is made on behalf of George Thurlow and Sons (Holdings) Limited pursuant to section 54(1) of the Modern Slavery Act 2015.

George Thurlow and Sons (Holdings) Limited is the parent company of Thurlow Nunn (Holdings) Limited, Thurlow Nunn Limited and Thurlow Nunn Standen Limited (the 'Thurlow Nunn Group of Companies'). These companies operate in England as franchised motor dealers and franchised agricultural and grounds care dealers. Our core activities are the sales and service of vehicles and equipment along with their associated parts.

The Thurlow Nunn Group of Companies is 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.

In relation to our supply chains, we use our reasonable endeavours to conduct risk assessments of the third parties we work with.

The majority of our purchases by value come from multi-national motor manufacturers and it is not feasible for our organisation to investigate their own practices and supply chain. However, they themselves are required to publish statements setting out the steps they have taken in this regard and we have reviewed those statements, where available.

With regards to the remainder of our supply chains we believe these to be low risk; however should a risk be identified we aim to work with our suppliers to ensure collaboration to remedy or mitigate such risks.

We ensure all of our working practices adhere to all relevant laws, regulations and standards. This is an ongoing due diligence process. We only employ people who choose to work freely and we respect their right to associate freely with other individuals.

We have robust recruitment processes in line with UK employment laws. This includes checking documents to ensure that all employees have the right to work in the UK, issuing contracts of employment, checking to ensure everyone employed is aged 16 and above and ensuring that all business activity complies with national minimum and living wage legislation.

The company is committed to ensuring every employee can enjoy a safe working environment that promotes dignity and respect to all. Any concerns can be raised confidentially via our Whistleblowing Policy. The company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

To maintain awareness and ensure an understanding of the risks of modern slavery and human trafficking in our business, our Modern Slavery Statement is available on our intranet.

This statement has been approved by the board of directors of George Thurlow and Sons (Holdings) Limited, who will review it on an annual basis and update it as necessary.

Philip Addinall
Group Financial Director

08 April 2021