

## Modern Slavery Statement

This statement is made on behalf of George Thurlow and Sons (Holdings) Limited and its subsidiary companies Thurlow Nunn (Holdings) Limited, Thurlow Nunn Limited and Thurlow Nunn Standen Limited (together referred to as *the Thurlow Nunn Group*).

This statement sets out the steps the Thurlow Nunn Group has taken to prevent modern slavery and human trafficking within our business and supply chains.

### Our Organisation

The Thurlow Nunn Group operates throughout England as franchised motor dealers and franchised agricultural and groundcare equipment dealers. Our core activities include the sale, servicing and maintenance of vehicles and equipment, together with the supply of associated parts and accessories.

The Group employs people across multiple locations and works with a range of suppliers including vehicle manufacturers, equipment manufacturers, parts distributors, service providers and other business partners.

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 modern slavery and human trafficking are not taking place within our business or supply chains.

### Our Policies

The Thurlow Nunn Group maintains policies and procedures designed to promote ethical behaviour and compliance with relevant legislation. These include:

- Recruitment and employment policies compliant with UK employment law
- A Whistleblowing Policy, enabling employees to raise concerns confidentially
- Policies promoting fair treatment, dignity and respect in the workplace
- Compliance with National Minimum Wage and National Living Wage legislation

These policies support our commitment to ensuring that all employees work voluntarily and are treated fairly and respectfully.

### Our Supply Chains

The majority of our purchases by value are from large multinational manufacturers and suppliers operating within the automotive and agricultural sectors.

These organisations are themselves required to publish Modern Slavery Statements outlining the steps they take to address risks of modern slavery within their own supply chains. Where available, we review these statements as part of our supplier awareness process.

For other suppliers, which tend to be smaller local or national businesses, we consider the risk of modern slavery to be relatively low. However, we remain vigilant and expect all suppliers to operate in accordance with applicable laws and ethical standards.

### **Due Diligence and Risk Assessment**

We seek to mitigate the risk of modern slavery within our operations by:

- Conducting reasonable due diligence on suppliers where appropriate
- Maintaining recruitment practices that ensure all employees have the legal right to work in the UK
- Ensuring all employees receive written contracts of employment
- Verifying age and identity documentation for employees
- Monitoring employment practices to ensure compliance with relevant labour legislation

Where a potential risk is identified within our supply chain, we aim to work collaboratively with suppliers to address and mitigate the issue.

### **Employee Awareness**

We aim to maintain awareness among employees of the risks of modern slavery and human trafficking. Our Modern Slavery Statement is made available via our intranet and employees are encouraged to report any concerns through our whistleblowing procedures.

### **Commitment**

The Thurlow Nunn Group is committed to continuously reviewing and improving its processes to reduce the risk of modern slavery within our operations and supply chains.

This statement will be reviewed annually by the Board of Directors and updated where necessary.

Approved by the Board of Directors of George Thurlow and Sons (Holdings) Limited

Sam Billing  
Group Financial Director

4<sup>th</sup> March 2026