Inchcape plc and its subsidiary companies ("Inchcape", "we", the "Group") is a leading global automotive group, operating...
Inchcape plc and its subsidiary companies (“Inchcape”, “we”, the “Group”) is a leading global automotive group, operating in 31 countries with a wide portfolio of OEM brand partners. In the countries where Inchcape acts as a retailer, we have diversified multi-channel revenue streams including sale of new and used vehicles, parts, service, finance and insurance. Where Inchcape operates as a distributor for our OEM brand partners, we undertake services including product specification, import and logistics, dealer network management, sales and marketing.

We embrace, support and respect the human rights of everyone we work with. We do not use, or accept, forced, bonded or involuntary prison or child labour. We only employ people who choose to work freely and respect their rights to equal opportunities and freedom of association.

As set out in our Code of Conduct, we are committed to honouring the terms and conditions of employment and requires all employees to do the same. We are committed to providing appropriate pay, benefits and terms and conditions of employment and to seeking agreement for changing these, where required, to meet business objectives.

We recognise that ethical and productive partnerships with our suppliers strengthen our business, our reputation and that of our OEM brand partners. We treat our suppliers fairly and with respect, and we expect them know and to agree to uphold our high standards of compliance and ethics.

We expect our employees to act diligently when selecting suppliers. They are required to work within the guidelines / policies that have been established by their business and to always base their selection decisions on objective criteria such as value received, quality, price and service.

We provide our employees with a confidential, independent whistleblowing hotline that they can access 24/7 365 days of the year if they have any concerns or suspect any wrongdoing. Such concerns are investigated promptly and impartially.

We have taken a number of steps to ascertain that slavery and human trafficking are not taking place in any of our supply chains. We have undertaken detailed analysis of our sources of direct supply. More than 90% of our direct supply comes from organisations that are, themselves, required to publish statements setting out the steps that they have taken in this regard. We have reviewed those statements, where available, and will continue to do so periodically.

With regards the remainder of our supply, we will continue to consider whether it may be proportionate to take further steps in the light of the risks posed in relation to such supply and the degree of influence that we may have over the relevant suppliers.

Our procurement teams across Inchcape have received training and guidance to assist them in recognising possible signs of slavery or human trafficking and so that they are fully aware of the need to avoid contracting with suppliers who contravene the Act.

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 ended 31 December 2017.

On behalf of the Board of Directors

TAMSIN WATERHOUSE
Group Company Secretary
23 May 2018