

Modern Slavery Act 2015: Slavery and human trafficking statement for PA TOPCO Limited and subsidiaries

INTRODUCTION FROM THE BOARD

Slavery and human trafficking continues to be a hidden blight on today's global society. We all have a responsibility to be alert to the risks, however minor, in our business and in our wider supply chain. We are proud of the steps we are in the process of taking, to combat slavery and human trafficking and are committed to constantly improving our practices to combat slavery and human trafficking. We will undertake all reasonable and practical steps including visiting factories and warehouses, to ensure that our standards are implemented throughout the businesses of our suppliers within PA TOPCO Limited (TPA). We will only trade with those who fully comply with our standards or those that are taking verifiable steps towards compliance and, if we find any instances of non-compliance, we will take appropriate action.

We have visited and will continue to visit all of our non-European suppliers on an annual basis to ensure that they comply with all of our current policies. However, this year we have now mapped and re-assessed the risk areas for our entire supply chain and we have developed and adopted a new Anti-slavery and human trafficking policy which will be communicated to all employees. We are in the process of developing a training plan on the new policy to all relevant members of staff and in the next few weeks we will be contacting our top 50 suppliers to confirm acceptance of this policy.

ORGANISATION'S STRUCTURE

We are a leading distributor of automotive parts, supplying OE and auto parts to national and local independent garages and workshops throughout the UK and Ireland. TPA has over 2,700 employees and operates throughout the UK.

The Group has a global annual turnover of over £250 million.

OUR BUSINESS

Our business is organised into a number of branches and units, please [click here](#) to find out more.

OUR SUPPLY CHAINS

Our supply chains include the worldwide sourcing of automotive parts from major suppliers. As part of our overall risk assessment, we have identified several countries that we source from (China, India and Turkey), that have the largest estimated absolute numbers of people in modern slavery. Direct sourcing from these countries comprises approximately 30% of our global supply chain.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we:

- Identify and assess potential risk areas within our supply chains.
- Wherever possible, build long term relationships with our suppliers and make clear our expectations of acceptable business behaviour.
- Encourage the reporting of concerns and protecting whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain to comply with our values.

The Company Directors are responsible for compliance in their respective departments and for their supplier relationships.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we are currently in the process of organising the provision of training to relevant members of our staff. We will require all of our branch managers to complete this training, on both our anti-slavery and human trafficking policy and all other company policies.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

We are working on the following relevant key performance indicators (KPIs) to measure how effective we are at ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains and, if appropriate we will report on these KPIs in next year's statement:

- Number of red flags raised during annual visits to our major non-European suppliers
- Number of instances of the use of practices indicating forced labour within our UK employee base
- Percentage of our top 50 suppliers confirming acceptance of our Anti-trafficking and human slavery policy.

This statement has been approved by the board of directors of The Parts Alliance Limited, pursuant to section 54 of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 30 April 2016.

Signed :



Position: Chief Financial Officer

On behalf of: The Parts Alliance Limited

Date: 11th October 2016