



MODERN SLAVERY STATEMENT

At Gemini Accident Repair Centres, we are committed to ensuring that modern slavery does not exist in any part of our business.

Gemini is committed to corporate social responsibility and the highest ethical standards. Our approach reflects our commitment to acting ethically and with integrity in all our business relationships, helping to ensure that slavery and human trafficking are not taking place anywhere in our business.

All Gemini Accident Repair Group entities are subject to and comply with the Modern Slavery Act and the Gemini Accident Repairs modern slavery policies and practices.

This statement is made in accordance with section 54 of the Modern Slavery Act (the Act). The Act defines modern slavery as “slavery, servitude and forced or compulsory labour” as well as human trafficking (modern slavery).

ANTI-SLAVERY AND HUMAN TRAFFICKING POLICY

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers, and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives, and business partners.



Responsibility For the Policy

Managers at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Compliance With the Policy

All staff must ensure that they read, understand, and comply with this policy. The prevention, detection, and reporting of modern slavery within any part of the business or its supply chains is the responsibility of everyone working for or under the control of the company. Employees are required to avoid any activity that might lead to or suggest a breach of this policy.

Employees must notify their manager as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future.

Communication And Awareness of This Policy

Training on this policy and the risks our business faces from modern slavery and in its supply chains is included in the induction process for all employees.

We are committed to ensuring that all colleagues, especially those in Management and Human Resources, have the knowledge and understanding of the Modern Slavery Act to properly fulfil legal and ethical responsibilities.

We recognise that mitigating the risk of modern slavery in our business and supply chain is an ongoing responsibility. We will continuously review our processes and training to ensure we are doing everything possible to detect, prevent, and raise awareness of modern slavery across our business and supply chain.

Additionally, we will monitor any legislative changes to ensure ongoing compliance and accountability with statutory and governance expectations.

Breaches Of This Policy

Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct.

Approval

This policy has been approved by Dave Sargent, Managing Director MAY 2024