

## Modern Slavery and Human Trafficking Statement for Prodrive Group of Companies for the Financial Year ending 31 December 2023.

### Business structure, supply chains and risk

Prodrive is a world leading motorsport and advanced technology business. The Prodrive group of companies employs approximately 584 staff solely in the UK across sites in Banbury, Oxfordshire and Milton Keynes carrying out a wide range of activities.

Our recruitment and payroll processes rigorously ensure Modern Slavery, Human Trafficking and Child Labour have no place in our recruitment and employment practices. The risk of our workforce being affected by slavery is therefore very low.

We transact the purchasing of all our materials in the UK. The nature of the materials and products we buy, and their countries of origin, means the potential for the involvement of modern slavery in our supply chain is also very low risk in the following Prodrive companies;

- Prodrive Motorsport Limited
- Prodrive Automotive Technology (Europe) Limited
- Prodrive Engineering Limited
- Prodrive Composites Limited
- Prodrive Ventures Limited
- Prodrive Holdings Limited

Brand& Limited is our bespoke collection business which designs and produces high quality, branded merchandise and clothing for clients. There is a medium risk of slavery and trafficking impacting the supply chain of Brand&.

To manage the complexity of our garment and accessories supply chain, we work closely with suppliers, building long-term relationships where we can, to maintain our focus on traceability of production, working conditions, and quality. Our sourcing strategy has always been to maintain long term relationships with suppliers.

We acknowledge the complexity of modern slavery but remain dedicated to enhancing our practices to combat it, fostering stakeholder and industry collaboration towards its eradication. With travel restrictions lifted in our key sourcing countries, it has allowed our Production/Sourcing team to visit suppliers and factories in these countries. These visits are crucial for establishing trust in our supply chain and conducting in-person factory inspections, to ensure that our health and safety and ethical standards are being adhered to.

Brand& fully supports the Ethical Trading Initiative (ETI) and the ETI base code forms the basis of our responsible sourcing commitment, which includes provisions on forced labour and human trafficking. Suppliers must commit to "meet and endeavour to exceed" Brand&'s relevant policies during the onboarding process. Compliance is ensured through the signing of Appendix 8 of our Supplier Manual. This states that we expect our suppliers to ensure that they have taken action to comply with the requirements of the 2015 UK Modern Slavery Act, the Code of Conduct for the Business Social Compliance Initiative (BSCI). This also sets out that they understand that by signing this Appendix they are compliant for the facilities and suppliers operating under their instruction.

Brand& has a requirement for all suppliers to provide full and open access to all facilities within the product supply chain. This must be granted both to Brand& staff and any third-party representative that we have engaged to work on our behalf. Suppliers should also conduct and submit third-party ethical audits using the SMETA ethical auditing protocol where possible, however other audit methodologies will be reviewed on a case-by-case basis to help reduce audit fatigue.

## Our policies on slavery and trafficking and evaluating their effectiveness

Our Modern Slavery policy forms part of our Code of Conduct and makes it clear that Prodrive prohibits the use of slavery or human trafficking inside our business and our supply chain. We aim to conduct all aspects of our business in accordance with our Code of Conduct which is communicated annually to our staff and encourages them to question actions inconsistent with our policies, values & behaviours.

The Company Directors review the company's Modern Slavery Policy annually and are satisfied that overall our risk of exposure to modern slavery remains low and the inclusion of Modern Slavery within our Code of Conduct refresher training and Manager training will ensure increased awareness of it amongst the workforce.

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 ending 31 December 2023.

Signed:

Date: 31 July 2024

A handwritten signature in blue ink, appearing to read 'T Colchester', is written over a horizontal blue line.

TIM COLCHESTER  
Chief Operating Officer  
Prodrive Holdings Limited