

## Anti-slavery and human trafficking statement

## 1: Introduction

L&L Inc Limited ('L&L') is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and places the same expectations on its suppliers.

## 2: Structure of the organisation

L&L operates under the following trading names:

- L&L Automotive;
- Mercedes-Benz and smart of Bishop's Stortford;
- Mercedes-Benz and smart of Hertford;
- Mercedes-Benz and smart of Stevenage.

L&L is a franchisee of Mercedes-Benz UK Limited and sells Mercedes-Benz vehicles and parts. In addition, it provides Mercedes-Benz maintenance and repair services and facilitates the sale of finance and insurance products through selected third party providers. L&L's maintenance and repair business is restricted to its retail sites in Hertfordshire, but its vehicle sales business extends across the UK.

All products that L&L purchases for re-sale are purchased from Mercedes-Benz Cars UK Limited.

## 3: Policies

As part of L&L's commitment to combating modern slavery, L&L has implemented an Anti-Slavery policy. L&L's policy is circulated to all staff and is part of L&L's standard induction programme for new starters.

The policy provides important information on:

- how to identify risks of slavery;
- supplier due diligence processes; and
- actions to be taken when a risk of slavery is identified.

L&L's UK executive leadership team have developed the anti-slavery policy and are responsible for its effective implementation.

## 4: Due diligence

As part of L&L's efforts to monitor and reduce the risk of slavery and human trafficking occurring within L&L's supply chains, L&L has reviewed its supplier lists and identified categories of suppliers who L&L consider to be more susceptible to the risks of slavery.

In these cases, L&L has implemented supplier contracts with anti-slavery clauses to require the implementation of an anti-slavery policy, training and humane working practices. In addition, L&L shall undertake appropriate due diligence on such suppliers if L&L considers that additional checks are required.

## 5: Risk and compliance

L&L has reviewed its risk of exposure to modern slavery occurring in its business (including its suppliers) with the assistance of an external law firm. This review has concluded that it has a low risk because most of its purchases are from its franchisor, Mercedes-Benz UK, and it operates only in the UK.

Nevertheless L&L acknowledge that low risk does not mean risk-free and there is the possibility of slavery within its business. Accordingly, L&L consider that its current actions or raising awareness throughout its workforce and supplier due diligence is the appropriate response at this time.

## 8: Approval

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes L&L's slavery and human trafficking statement for the financial year commencing 1<sup>st</sup> January 2018 and ending 31<sup>st</sup> December 2018.

Signature:

A handwritten signature in black ink, appearing to read 'D. Presley', written over a horizontal line that extends to the right.

**David Presley, Brand Director**

**L&L Inc Limited**

Date: 27/03/2019