

# Modern Slavery & Human Trafficking Statement

## The Purpose of this statement

Hellmann Worldwide Logistics, is publishing this statement under the pursuant to section 54 of the UK Modern Slavery Act 2015 ( The MSA ) and covers the financial year ending 31<sup>st</sup> December 2016

The MSA requires for Hellmann Worldwide Logistics to state the actions we have taken during the financial year to ensure modern slavery is not taking place in our business or our supply chain

Modern Slavery can take many forms including servitude, forced labour and human trafficking. These all have common elements of depriving an individual of their liberty to exploit them for personal or commercial gain and in violation of basic human rights

## Organisation Structure

Hellmann Worldwide Logistics operates as part of the Global Hellmann Worldwide Logistics network, with its coverage of branches providing services to customers throughout the UK

Hellmann Worldwide Logistics are a proven supply chain partner for internationally recognised companies who are market leaders in their sectors

## Our Business

We supply our customers with distribution by Air, Ocean, Road and the provision of end-to-end supply chain solutions that includes Contract Logistics, Value added and Project services

## Our Policy on Slavery & Human Trafficking

Hellmann Worldwide Logistics have a zero tolerance approach to Slavery & Human Trafficking. We have direct control over our commercial activities in the UK and are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business by the implementation of effective systems and controls.

Our Modern Slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships.

In the event that we find breaches of the Modern Slavery Act in our own supply chain we will work with these companies in their efforts to comply with the legislation

We are happy to give a 100% assurance that every person directly employed within our business is done so legally. We only work with specified, reputable agencies to source labour and we run checks on new employees including eligibility to work in the UK to safeguard against human trafficking or any individual being forced to work against their will

## Due Dilligence

Hellmann Worldwide Logistics undertakes due diligence when taking on new suppliers, and is committed with its suppliers to build greater transparency within its supply chains and reviews its existing suppliers

As part of our due diligence with our suppliers to identify and mitigate our risk we will:

- where possible build long standing relationships with our supplier and will make clear our expectations of business behaviour
- expect our suppliers to have suitable anti-slavery and human trafficking policies and processes in place
- have systems in place to encourage the reporting of concerns & the protection of whistle blowers.

## Supplier Adherence

We have, or plan to have, systems and protocols in place to identify and mitigate risk. These include:

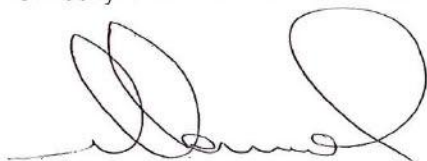
- Ensuring that all new suppliers comply to the MSA which includes statements from them confirming that they abide by the MSA
- Systematically working through our existing supply-base to:
  - Identify and engage higher risk and higher volume suppliers to convey our Anti-Slavery Policy to gain written assurance from them that they comply to the MSA. Our commitment is to have these undertakings in place by 31st March of 2018
  - ensure that by the 31<sup>st</sup> December of 2018 the remaining suppliers, whether low risk or low volume, to comply to the MSA
- Protecting any whistleblowers internal or external to our company

## Endorsement of this statement

The UK Board of Hellmann Worldwide Logistics Limited recognises the importance of the matters considered in this Statement and the MSA and will continue to take all measures necessary to ensure that slavery and human trafficking have no place in Hellmann Worldwide Logistic's business operations.

The Board welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of Hellmann Worldwide Logistics

This statement has been approved by the organisations board of directors, who will review and update it annually



Andy Connor, Managing Director

Date: 25th October 2017