

# Modern Day Slavery Act Statement

## 1. Introduction

Hellmann Worldwide Logistics Ltd is committed to conducting its business in a lawful and ethical manner and will not tolerate slavery and human trafficking within its business or supply chains. We applaud efforts being made globally to eliminate such practices and we expect our suppliers, contractors and service providers (**Suppliers**) to do the same.

Hellmann Worldwide Logistics is publishing this statement under the pursuant to section 54 of the UK Modern Slavery Act 2015 (**MSA**) and sets out the approach taken by Hellmann Worldwide Logistics to understand all potential modern slavery risks related to its business, and the actions undertaken to mitigate any such risks during the financial year ended 31 December 2018

## 2. Organisational structure, business and supply chains

Hellmann Worldwide Logistics Ltd operates as part of the Global Hellmann Worldwide Logistics network, with its coverage of branches providing services to customers throughout the UK and are a proven supply chain partner for internationally recognised companies who are market leaders in their sectors.

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.

## 3. Policies

To help prevent modern slavery or human trafficking in our business and supply chains we have adopted an Anti-Slavery Policy which sets out our position on the issue and is contained within our Global Code of Conduct.

Our Code of Conduct reflects our commitment to acting ethically and with integrity and to implementing effective systems and controls to help ensure slavery and human trafficking is not taking place within in our business or our supply chains. We will monitor and update the policy as necessary.

Further, our Code of Conduct and Business Principles sets out our commitment to upholding, in our business operations, the internationally accepted standards on human rights, labour and employment laws.

We expect all our Suppliers to comply with our Code of Conduct which is provided to all our Suppliers.

The Code of Conduct also applies to all our employees to ensure proper understanding of the risks of modern slavery and human trafficking. We provide training to relevant members of staff on the policy and all directors are briefed on the subject and review this statement on an annual basis.

## 4. Due Dilligence

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.

Hellmann Worldwide Logistics expects all of its suppliers, contractors and service providers to act ethically and with integrity and to have in place effective systems and controls to ensure modern slavery is not taking place anywhere in their own business or in any of their supply chains.

Before a new supplier, contractor or service provider is approved, Hellmann Worldwide Logistics will carry out appropriate due diligence on the supplier, including requiring the supplier to submit either an "Approved Contractor & General Suppliers Application Form" or an "Approved Transport Suppliers Application Form" depending on the intended business relationship.

New suppliers will only become approved suppliers once Hellmann Worldwide Logistics has completed its due diligence.

## 5. Risk and Compliance

Due to the nature of our business and our approach to governance, we assess that there is very low risk of slavery and human trafficking in our business and supply chains. However we aim to periodically review the effectiveness of the relevant policies and procedures that we have in place.

We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards and/or our company policies.

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.

## 6. Training

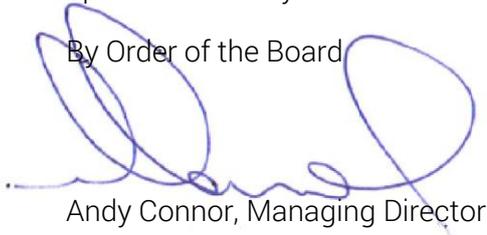
Our Code of Conduct contains specific provisions on human rights, employment rights and anti-slavery practices which are discussed with new employees on induction and generally, as part of ongoing training Hellmann Worldwide Logistics delivers to its employees during the year.

Staff are encouraged to identify and report any potential breaches or violations of Hellmann's compliance manuals or codes of conducts which includes anti-slavery and human trafficking.

We will continue to monitor the above safeguards and consider implementing further measures as required.

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

By Order of the Board



Andy Connor, Managing Director

Date: 04/03/2019