

# Palletforce Ltd – Modern Slavery Act Statement

## Introduction

The Modern Slavery Act 2015 (the “Act”) is a UK law that came into force in 2015. The Act requires commercial organisations with an annual turnover of more than 36 million to publish a slavery and human trafficking statement for each financial year. As a major provider of Logistical services, Palletforce Ltd are fully supportive of the Act and as required by the Act this statement sets out the steps taken during the previous financial year to combat slavery and human trafficking in our business and supply chain.

## Our Business

Palletforce Ltd is a UK based Super HUB where freight and logistics haulier businesses can partner in the delivery of palletized goods creating operational and logistical efficiencies for businesses transporting goods on behalf of their UK, European and Worldwide Customer base.

## Recruitment Practices

We recognise that the right of each employee to freedom of association, including the right to join trade unions. We ensure that we comply with employment legislation regarding the employment of children and localised minimum wage legislation. All employment is voluntary and not forced or compulsory and we do not employ people who do not have the right to work within the UK.

In addition, Palletforce are dedicated to providing a safe and healthy working environment whilst maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability or any other characteristic protected by law.

## Due Diligence

As part of our commitment we will take additional steps: -

- Audit appropriate business partner’s websites to ascertain if modern slavery & human Trafficking statements have been posted.
- Communicate with our business partners to ensure they have adhered to the Modern Slavery Act.

## Develop Policy Document

We will develop a Whistleblowing and Anti-Corruption & Modern Slavery policy to encourage employees to report any concerns about suspected malpractice.

## Training

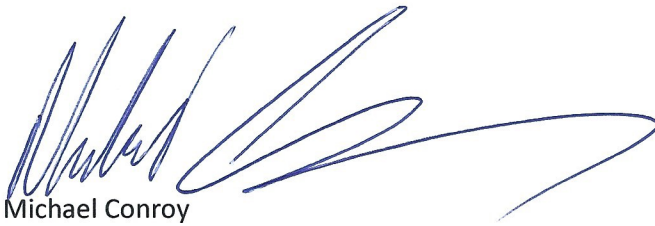
To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, staff involved in purchasing and entering into contractual arrangements on behalf of Palletforce Ltd will receive training and be made aware of the provision requirements and importance of the Act.

**Further Steps**

- To continuously improve our wider scope of review, develop our policies and improve our statement.
- To develop a training programme to ensure that our staff are aware of the Act and Human Trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending September 2018.

The board of Directors from Palletforce Ltd approved this statement on 13<sup>th</sup> February 2019.



Michael Conroy

**Chief Executive Officer**