



The Alternative Parcels Company Limited – Modern Slavery Statement 2025-2026

Introduction

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps taken by The Alternative Parcels Company Limited (“The APC”) during the financial year 1 April 2025 to 31 March 2026 to prevent modern slavery and human trafficking in our business and supply chains.

Modern slavery encompasses slavery, servitude, forced or compulsory labour, and human trafficking. The APC has a zero-tolerance approach to modern slavery and is committed to conducting business ethically, transparently, and with integrity in all our relationships.

Our Business and Structure

The APC is an independent delivery company operating within the transport and distribution sectors across the United Kingdom.

The APC is part of the WS Holdco Group. This statement relates solely to the operations of The APC.

Our workforce primarily consists of directly employed colleagues, supplemented by agency workers where required to support operational demand.

Our supply chain includes:

- Independently owned and operated depots across our UK network
- Transport and logistics service providers
- Agency providers and temporary workforce suppliers
- IT and technology service providers

Our Policies and Governance

We are committed to ensuring there is no modern slavery or human trafficking in any part of our business or supply chains.

Our internal framework includes:

- Robust recruitment and right-to-work verification procedures
- Whistleblowing procedures
- Equality, diversity and inclusion policies
- Anti-bribery and ethical conduct standards
- Disciplinary procedures for non-compliance

We promote a culture of openness and accountability, ensuring colleagues feel confident raising concerns without fear of retaliation.

Due Diligence and Risk Management

Supplier Onboarding

All new suppliers are subject to compliance checks prior to engagement. We are committed to ensuring that we do not knowingly engage with any organisation involved in modern slavery within the UK.

Recruitment and Employment Controls

We operate comprehensive recruitment and onboarding procedures. All new employees are subject to pre-employment screening to verify identity and confirm their right to work in the UK.

Colleagues responsible for conducting these checks complete mandatory training, and periodic compliance audits are undertaken.

All individuals working with us, whether directly employed or engaged through an agency, are engaged under fair and equitable terms in accordance with applicable employment legislation.

Training and Awareness

We provide relevant training to colleagues to ensure awareness of:

- Modern slavery risks
- Whistleblowing procedures
- Ethical standards and expected behaviours

A dedicated and confidential whistleblowing phone line is available, allowing concerns to be reported anonymously. All reports are taken seriously and investigated appropriately.

We also communicate regularly with colleagues through electronic updates, engagement forums, suggestion schemes, and access to HR support to foster open communication and transparency.

Assessing Effectiveness and Governance

The APC's Operating Board takes responsibility for ensuring that policies and procedures to prevent modern slavery are applied throughout the business.

Effectiveness is ensured through the following responsibilities:

- **HR** – responsible for reviewing recruitment, onboarding, and training processes to ensure policies and procedures are followed.
- **Operations and Network Teams** – responsible for reviewing key suppliers to understand their approach to modern slavery and confirm compliance with contractual obligations.
- **Finance** – responsible for conducting onboarding credit checks for new suppliers to ensure financial integrity and mitigate risk.
- **IT** – responsible for maintaining secure systems for storing employee and supplier records and enforcing digital access controls to protect sensitive data.

- **Security** – responsible for overseeing physical site access and investigating any whistleblowing reports or identified modern slavery concerns to ensure safety and compliance.
- **Operating Board** – responsible for escalating any identified risks or potential breaches to the Statutory Board of Directors, ensuring the board is aware of significant issues and can take appropriate action.

This approach ensures that accountability is clearly assigned within the Operating Board, while the Statutory Board maintains oversight of key risks and compliance matters.

Next Steps – 2026 - 2027

To further strengthen our approach to preventing modern slavery, The APC will:

1. Develop a formal supplier code of conduct that includes a commitment to comply with the Modern Slavery Act 2015.
2. Maintain regular engagement with agency labour providers to understand their policies and ensure compliance with contractual obligations.
3. Report any identified modern slavery concerns to the operating board for oversight, with escalation to the statutory board if necessary.
4. Provide relevant training to colleagues to raise awareness of modern slavery and related compliance responsibilities.
5. Use internal communications channels to raise awareness of modern slavery risks within our business.

This statement has been approved by The APC Statutory Board of Directors and is signed on its behalf by:

A handwritten signature in black ink, appearing to be 'M. Allen', written over a horizontal line.

This statement will be reviewed and updated annually and published on our website in accordance with the Modern Slavery Act 2015.