Pickfords

# MODERN SLAVERY STATEMENT AND POLICY

**January 2025**



# INTRODUCTION

For the purpose of this policy, the term “modern slavery” includes; slavery, forced or coerced labour, human trafficking and child labour.

# PICKFORDS AT A GLANCE

Pickfords Move Management Limited (Pickfords) is the largest and the best-known provider of removal and storage services within the United Kingdom, providing services within the United Kingdom and internationally to private individuals, local authorities, health trusts, government departments, law enforcement agencies and businesses of all sizes.

### ESTABLISHED 1646




### 30,000 MOVES PER YEAR



### PICKFORDS GLOBAL NETWORK

### NATIONAL REMOVALS OPERATIONS



# MODERN SLAVERY POLICY

Pickfords is committed to the highest quality of service and integrity within its supply chain. Our Modern Slavery Policy is set out clearly to ensure that our suppliers treat their employees with respect and that they are compliant with the Modern Slavery Act 2015.

Pickfords has developed a Supplier Code of Conduct which captures the way that Pickfords operates and how we expect our supply chain to work with us in partnership.

Our aim is that the guiding principles of our Supplier Code of Conduct set the standards that create quality, integrity and trust.

Our Modern Slavery Policy sets out the steps we have taken to ensure that there is zero tolerance to modern slavery within our supply chain.



# STRONGER TOGETHER

Pickfords has worked with Stronger Together, a multi-stakeholder initiative that provides training and resources to help businesses reduce the risk of modern slavery.

Pickfords is also a member of and has consulted with a UK based NGO AntiSlavery.org, This organisation campaigns and sponsors projects together with businesses to secure the freedom of those people who have been affected by slavery and campaigns for the implementation of laws against slavery across the world.

# FAIR PURCHASING PRACTICES

Pickfords does not engage in unfair purchasing practices which could impact the workers and the supply chain and lead to exploitation of vulnerable workers and a weak labour market. If Pickfords goes to tender for a service, the procurement managers will assess the submitted prices and benchmark that price with other suppliers to ensure that a supplier is unlikely to be exploiting workers.



# OUR SUPPLIERS AND SUPPLY CHAINS

We buy products and services from thousands of suppliers. This includes removal subcontractors, trade storage partners, partner agents within the Pickfords Global Network as well as packing materials and transport support partners.

Pickfords has a well-defined policy towards managing the risk of modern slavery within its supply chain and the work place.



# SUPPLIER CODE OF CONDUCT

Pickfords has a Supplier Code of Conduct which details our guiding principles on ethical business practice, human rights and modern slavery, sustainability, safety in the workplace and social value.
Pickfords expects its suppliers to share a similar commitment to these guiding principles.



Pickfords Supplier Code of Conduct supports

- Adherence to local and national laws
- Freedom of workers to terminate employment
- Freedom of movement
- Freedom of association to give workers access to representation (depending on local laws)

Pickfords' supply chain policy:

- Prohibits child labour
- Prohibits discrimination
- Prohibits any threat of violence, harassment and intimidation in the supply chain
- Prohibits the use of worker-paid recruitment fees
- Prohibits compulsory overtime
- Prohibits confiscation of workers original identification documents
- Provides access to remedy, compensation and justice for victims of modern slavery

# SUPPLIER VETTING

All new suppliers to the business undergo a robust vetting procedure.
Before approval as a supplier, all Tier 1 must complete a supplier questionnaire to determine their credentials including compliance to the Modern Slavery Act 2015.

Tier 2 suppliers must provide evidence that there is no risk of Modern Slavery in their supply chain.

# MAPPING THE SUPPLY CHAIN

Pickfords has mapped its supply chain to include Tier 1 and Tier 2 suppliers. Tier 1 suppliers are operational resources, domestic and partner agents within the Pickfords Global Network, trusted partners that deliver an element of Pickfords service within our customers' homes and business. Tier 2 suppliers are all other suppliers to the business.

# COMPLIANCE CHECKS

Pickfords operates out of a number of locations around the United Kingdom. For services provided within the United Kingdom, the company uses its own staff and a network of approved partners and sub-contractors. Where the services are provided abroad our supply chain consists of established reputable shipping lines and air cargo specialists, approved sub-contractors and agents.  Pickfords actively checks for compliance to the Modern Slavery Act 2015 with its Tier 1 and Tier 2 suppliers at the recruitment stage.

# RISK ASSESSMENTS: HIGHEST RISKS

Pickfords monitors the Global Slavery Risk Index and is alert to the increased risks associated with suppliers who work in countries where the Governments are taking the least action against eradicating Modern Slavery within the local culture. Pickfords closely monitors its supply chain in the following countries; Eritrea, Central Africa, Iran, Equatorial Guinea, Burundi, Republic of Congo, Sudan, Mauritania, Qatar, Singapore, Kuwait, and Hong Kong.

# RECRUITMENT

Pickfords works only with reputable recruitment agencies and does not recruit from agencies where the workers pay for the fees.



# ONGOING MONITORING AND AWARENESS

Our suppliers and colleagues have a huge role to play in helping us ensure that slavery and abuses of human rights don't take place in our business or our supply chains. Pickfords has a Supplier Code of Conduct which informs our purchasing practices to ensure that our supply chain is aligned to Pickfords' values, our approach to ethical business, sustainability, human rights, health and safety and the community. Our Resource and Quality management team meet quarterly with our suppliers to discuss performance and the international agents which form the Pickfords Global Network meet on a six-monthly basis.

# INDUCTION

Pickfords includes its approach to Modern Slavery within its Code of Conduct which is issued each year to Pickfords' employees. The Code of Conduct sets out Pickfords' compliance to the Modern Slavery Act 2015 and details the Whistle Blower mechanism to raise a concern about Modern Slavery in the supply chain or the workplace.



# TRAINING AND AWARENESS

Pickfords provides Modern Slavery Training to its managers and staff to ensure that every member of staff is aware of the signs of Modern Slavery within the workplace and know how to report an incident.

Our Modern Slavery campaign is a series of posters that reinforce this training and raise awareness of Pickfords' approach in the workplace.



# RAISING A CONCERN

Pickfords has an established Whistle Blower process, where staff can raise an integrity concern or a concern about Modern Slavery without fear of reprisal.

# REPORTING AN INCIDENT

The Whistleblower email is advertised in Pickfords' Code of Conduct. All Pickfords staff have to sign to say they have read and understood the Code.

### Service Level Agreement

The employee will receive a response within 24 hours by employees who have had full Modern Slavery training.

Pickfords' HR Manager will report any incidents raised by staff to the UK's National Referral Mechanism the Modern Slavery Helpline.

Pickfords will work with the Modern Slavery Helpline to investigate the case with a view to setting a Supplier Action Plan to improve working practices within the supply chain.

# MEASURING INCIDENTS

The Human Resources Team will monitor all incidents of suspected Modern Slavery that are raised through the Pickfords Whistle Blower and report these issues and their resolution to the Pickfords' Board of Directors. Pickfords' Modern Slavery KPIs are published in Pickfords' CSR Report each year.

# KEY PERFORMANCE INDICATORS

As part of the Corporate Social Responsibility Programme, Pickfords sets Key Performance Indicators each year to improve awareness and find further opportunities to be compliant to the Modern Slavery Act 2015.

## KPIS

- To ensure all staff have received Modern Slavery Training
- Zero incidents for Modern Slavery reported to Pickfords' Whistle Blower



# STATEMENT FROM THE DIRECTORS

It is our aim and those of the Executive Team to continue to raise awareness and adopt best practice in a culture where staff and managers are aware of their individual responsibilities in identifying practices which constitute Modern Slavery.

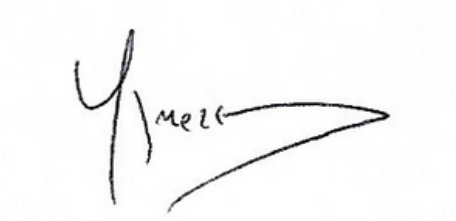
Signed



**Mark Taylor**
Managing Director



**Tim Romer**
Director



**Yogesh Menta**
Director