

UK MODERN SLAVERY ACT TRANSPARENCY STATEMENT

For the financial year ending 31 December 2026 (FY2026)

1. Statement and legal context

This transparency statement is submitted pursuant to section 54 of the Modern Slavery Act 2015 for the financial year ending 31 December 2026.

Expeditors International (UK) Ltd. ('Expeditors') is committed to ensuring that there is no modern slavery or human trafficking in any part of its business or that of its service providers. Expeditors does not tolerate abuses of applicable labour standards, including any forced, bonded, or compulsory labour or any employment of workers below the minimum legal age of employment, and is committed to compliance with laws and regulations prohibiting trafficking in persons.

Our Ethics & Compliance Program is designed to ensure that Expeditors maintains compliance with applicable law and regulations.

2. Organisational structure and supply chains

Expeditors is part of Expeditors International of Washington, Inc., headquartered in Seattle, USA. Our United Kingdom headquarters are based near London Heathrow. This statement applies to our United Kingdom operations and supply chains.

Expeditors operates as part of a global logistics organisation providing freight forwarding, customs brokerage, and supply chain management services across the United Kingdom.

Our supply chain primarily involves third-party service providers supporting logistics delivery, including third-party customs brokers, agents, carriers (air and ocean), and other providers such as truckers, warehouse operators and couriers.

During FY2026, our due diligence focused on third-party service providers engaged directly by Expeditors as part of our risk-based Service Provider Management Program. We continue to review and enhance our approach to due diligence and monitoring in line with evolving risks and expectations to enhance visibility in FY2027.

3. Policies

Expeditors' Code of Business Conduct establishes our expectations and creates accountability with respect to labour standards and ethical conduct. This applies to employees, directors, officers, and service providers.

Approved service providers are required to certify compliance with applicable laws and with our Code of Business Conduct.

Relevant standards are supported by our Human Trafficking Prevention training, under which employees acknowledge requirements and complete associated training upon hire and annually thereafter.

4. Due diligence

Service providers are subject to a risk-based due diligence process to determine eligibility for engagement.

Expeditors applies enhanced due diligence for higher-risk categories such as third-party customs brokers and cross-border transport providers, reflecting the level of interaction with government authorities and operational risk.

Our Service Provider Management Program includes use of due diligence questionnaires, contractual certification requirements, and formalised monitoring approaches, including on-site or structured reviews where appropriate.

Where concerns are identified, they are investigated and addressed through appropriate escalation and remediation processes.

5. Assessing and managing risk

Expeditors recognises that modern slavery risk can arise within global logistics supply chains.

We take a risk-based approach to assessing and managing these risks, prioritising higher-risk service provider categories, geographic exposure, and operational complexity.

Relevant risks for our business model include the use of third-party logistics providers, subcontracting arrangements, and operations across multiple jurisdictions.

Mitigation measures include application of our Code of Business Conduct, due diligence processes, training, and accessible reporting channels. We use our commercial relationships to promote compliance and continuous improvement among service providers.

6. Monitoring and evaluation

We take all reports of potential violations seriously and investigate reported violations.

Effectiveness is monitored through internal measures including completion of mandatory training, due diligence activity, and use of reporting channels such as management escalation routes and the EthicsPoint Helpline.

Expeditors continues to strengthen oversight of third-party service providers and promote awareness of reporting mechanisms.

7. Training

Expeditors provides annual training to raise awareness of modern slavery risks and ensure employees can identify and report any concerns.

All employees complete mandatory human trafficking prevention training through the Professional Development Center (PDC), forming part of the wider Ethics & Compliance programme.

8. Raising concerns

Expeditors maintains multiple channels for raising concerns, including an open-door approach and an independent EthicsPoint Helpline enabling anonymous reporting.

Employees and third parties are expected to report any known or suspected violations, including concerns relating to labour standards or modern slavery.

9. Approval and sign-off

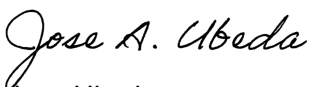
The Board recognises the importance of preventing modern slavery and human trafficking within our operations and supply chains and remains committed to these principles.

This statement was approved by the Board (or equivalent management body) and signed on its behalf.

10. FY2026 developments

In FY2026, Expeditors continued to strengthen its approach by maintaining a risk-based due diligence programme for third-party service providers, reinforcing annual training requirements on human trafficking prevention, and continuing to promote use of reporting channels, including the Ethics Helpline.

Signed:



Jose Ubeda
Senior Vice President – Europe
Expeditors International of Washington, Inc.

The logo for Expeditors, featuring the word "Expeditors" in a serif font with a red stylized arrow pointing upwards and to the right above the letter 'i'.

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