

Schenker Limited Modern Slavery and Human Trafficking Statement for financial year ending 31st December 2024.

1. Purpose of this Statement

The Modern Slavery Act 2015 (the “Act”) came into effect on 29th October 2015. This statement is made by Schenker Limited pursuant to section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps we are taking to ensure that slavery and human trafficking is not taking place in our supply chain or elsewhere in our organisation.

2. Our Organisational Structure

As an international freight forwarder, land transporter and logistics provider, Schenker Limited operates as part of the global DB Schenker network, with its coverage of branches providing services to customers throughout the UK and globally.

Our business includes distribution by air, ocean and land, the provision of logistics services and services in specialist areas such as fairs, exhibitions, and projects.

Our UK head office is based in London Heathrow and this statement applies to all UK operations and global supply chains.

3. Our Policies and Commitments

Modern slavery takes many forms including servitude, forced and compulsory labour, human trafficking and deprivation of liberty for personal or commercial gain.

Schenker Limited has a zero-tolerance policy approach to all forms of slavery and human trafficking. These are criminal activities and violate basic human rights. In accordance with our values and our overarching commitment to acting ethically and with integrity in all our relationships, the prevention, detection and reporting of modern slavery and human trafficking is the responsibility of all those working for Schenker and any associated organisations.

We support an open and transparent culture that encourages employees and others to raise concerns about anything that is unlawful or amounts to improper conduct. We seek to ensure matters can be raised in confidence without fear of reprisals through DB Schenker’s Business Keeper Monitoring System (BKMS).

We embrace a diverse and safe workplace environment in which equal opportunity and fairness are paramount. One important aspect of this is supporting and complying with the provisions of the Act and our organisational policies incorporate relevant compliance obligations. These obligations are reflected in our group wide policies, such as the “DB Schenker Social Minimum Standards”, “DB Code of Conduct” and “DB Code of Conduct for Business Partners” which are available in the ‘Compliance’ section of our DB Schenker Group website, and we provide training to all employees on the Code of Conduct and monitor its implementation.

4. Our Supply Chain

Schenker Limited’s supply chains comprise the provision of goods and services for the delivery and operation of logistics services. We procure our goods and services from a rigorously selected group of predominantly UK domestic suppliers. We do not simply buy goods or services solely based on cost. We recognise that some of our supply sectors are potentially higher risk and some services may involve relatively high levels of contracted labour (for example textiles relating to the clothing and uniform of certain staff).

Our major spend on supplier services are multi-modal transportation services and we expect and take all reasonable and practical steps to require all suppliers in our supply chain to adhere to our values and policies.

As part of our ongoing reinforcement of the Act and all it encompasses, a clause is included within our standard terms of agreement used in our supplier approval process. This clause requires our suppliers to comply with all applicable anti-slavery and human trafficking laws, including the Act and to maintain policies and procedures to ensure continuing compliance and not to engage in any activity, practice or conduct that would constitute an offence under the Act if such activity, practice or conduct were carried out in the UK. All UK suppliers must sign up to abide by the “DB Code of Conduct for Business Partners” and no significant modern slavery risks have been identified.

If we find that a supplier is non-compliant with our policies or contractual requirements relating to anti-slavery or provides inadequate information, we will, depending on the circumstances, either terminate the arrangement without delay, or work with the relevant supplier to improve their performance.

5. Embedding the Principles of the Act

In terms of ongoing compliance, Schenker Limited:

- Continues to develop awareness of the Act amongst its people and ensure awareness of reporting mechanisms, if an instance of modern slavery or human trafficking is suspected; and
- Continues to review and, where appropriate, strengthen its procurement processes and policy, considering a range of risks, including slavery and human trafficking.

6. Endorsement of this Statement

The Board of Schenker Limited recognises the importance of the matters considered in this Statement and the Act. We will continue to take all measures necessary to ensure that slavery and human trafficking have no place in Schenker Limited’s business operations. The Board welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of Schenker Limited.

Aaron Scott - CEO

For and on behalf of Schenker Limited