

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

PURPOSE

This statement has been issued in accordance with Section 54 (transparency in supply chains, etc.) of the United Kingdom Modern Slavery Act 2015.

This statement describes all the measures taken by Priority Freight in order to avoid any forms of modern slavery and human trafficking in any part of our own business or any of our supply chains.

As part of the transport and logistics sector, the company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The company is absolutely committed to preventing slavery and human trafficking in its activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Signed on behalf of the board of directors:



Neal Williams
Group Managing Director

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

This statement covers the activities of Priority Freight:

Priority Freight is a leading provider of emergency and time-critical logistics solutions, supporting multiple market sectors including automotive, aerospace, pharmaceutical and marine.

COUNTRIES OF OPERATION AND SUPPLY

The company currently has offices in the following countries:

- United Kingdom
- Poland
- Germany
- Spain
- Slovakia
- Bulgaria

RELEVANT POLICIES

Priority Freight operates the following policies to assist in the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

- Human rights policy
- Public interest disclosure policy
- Employee code of conduct
- Recruitment policy
- Corporate and social responsibility policy
- Standard operating procedures (SOP) for suppliers

Copies of these policies are available on request.

DUE DILIGENCE

Priority Freight undertakes due diligence when considering taking on new suppliers and regularly reviews its existing suppliers.



The company's due diligence and reviews include:

- Ensuring our key suppliers have policies or procedures in place to address the following:
  - Anti-slavery
  - No use of child, forced or prison labour
  - Social and ethical standards
  - Minimum wage
  - Human and contraband trafficking
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our SOP for suppliers, including the termination of the business relationship
- Paying our suppliers on time and as per their quotation

RISK ASSESSMENT

The following steps have been taken to manage the risk of slavery and human trafficking in our activities and supply chains:

SUPPLIER MANAGEMENT TEAM

Evaluate the modern slavery and human trafficking risks of each new supplier and utilise an ethical supplier database, where suppliers can be checked for their labour standards, compliance in general, and modern slavery and human trafficking in particular.

POLICIES

The board of directors, group HR manager and senior management team are responsible for the development, review and implementation of relevant policies and ensuring the policies are in line with current employment law and good employment practices.

INVESTIGATIONS/DUE DILIGENCE

Logistics operations, supplier management and human resources work together to ensure that all people management and supplier management policies and procedures reflect the company values of people, innovation, performance and ethics.

TRAINING/RAISING AWARENESS

Training on modern slavery is carried out as part of the induction programme and is also considered within Priority Freight's wider human rights training programme.

As well as employee training, the organisation has raised awareness of modern slavery issues by circulating a memo to employees detailing the following:

- The basic principles of the Modern Slavery Act 2015
- How employers can identify and prevent slavery and human trafficking
- What employees can do to flag potential slavery or human trafficking issues to the relevant parties within the company
- What external help is available, for example, through the Modern Slavery Helpline

FURTHER INFORMATION

The company will review policies and procedures periodically to reflect changes in legislation, good practice, etc.

Applicable to financial year 1st January 2023 to 31st December 2023.

Issue date: January 2023