Anti-Slavery and Human Trafficking Statement

Introduction
Lenham Storage Company Ltd is steadfast in our commitment to combating all forms of modern slavery and human trafficking. These practices are grave violations of fundamental human rights and take various forms, including slavery, servitude, forced or compulsory labour, and human trafficking. All these practices involve the exploitation of individuals and are completely unacceptable.

Lenham Storage adopt a zero-tolerance approach to modern slavery and pledge to act ethically and with integrity in all our business dealings and relationships. We aim to implement and enforce robust systems and controls to ensure that modern slavery is not present within our business or supply chains.

In accordance with the Modern Slavery Act 2015 (MSA 2015), this statement outlines the measures we have taken to prevent slavery and human trafficking within our operations and supply chains.

Our Organisation
Lenham Storage Company Ltd employs over 565 people across the UK, with an annual turnover of £53.6 million. Since our establishment in 1946, we have operated as a family-owned business specialising in logistics. Our reputation for delivering excellence has allowed us to remain competitive against larger industry players.

Our operations include a specialised food-grade distribution network that serves a diverse customer base, including major retailers, food service outlets, wholesalers, and independent businesses. We are headquartered in Lenham, Kent, with additional locations in Sittingbourne and Aylesford.

We are a major employer in Lenham, Kent and also have locations in Sittingbourne and Aylesford. We operate a specialised food-grade distribution network with a daily nationwide service to major multiples, cash and carry outlets, food service outlets, wholesalers, independent outlets, high street retailers and restaurants, hotels, farm shops and garden centres with an excellent track record of meeting On Time In Full (OTIF) targets.

Our Supply Chains
Our supply chains encompass equipment, consumables, packaging, and related services. We source these from vendors worldwide and are committed to ensuring ethical practices throughout our procurement processes.

We require our suppliers to adhere to our **Supply Chain Agreement on Anti-Slavery and Human Trafficking** and confirm, in writing, that their operations and supply chains are free from slavery, servitude, forced labour, and human trafficking.

Our Policies and Commitments
We are dedicated to ensuring that modern slavery does not exist in any part of our business or supply chains. Our policies reflect our commitment to ethical business practices and include:

- **Anti-Slavery and Human Trafficking Policy**
- **Equal Opportunity & Dignity at Work Policy**
- **Code of Conduct Policy**
- **Public Interest Disclosure Policy**

These policies promote transparency, accountability, and ethical behaviour throughout our organisation and supply chain.

Risk Assessment and Due Diligence
We assess and mitigate risks of modern slavery within our supply chains through rigorous due diligence practices. Procurement teams evaluate potential risks in supplier operations and engage with suppliers to ensure compliance with our anti-slavery principles.

Our approach includes:

- Supplier audits and assessments.
- Incorporation of anti-slavery clauses in supplier agreements.
- Continuous monitoring of supply chain activities.

Training and Awareness
To enhance understanding of the risks associated with modern slavery, we provide:

- Mandatory training for all employees during induction.
- Ongoing training programs for relevant staff.
- Awareness campaigns, including documentation and workplace notices.

Continuous Improvement
We are committed to strengthening our efforts to address modern slavery by:

- Enhancing awareness initiatives both within and outside the workplace.
- Establishing clear reporting lines for concerns related to modern slavery.
- Rolling out our **Supply Chain Agreement on Anti-Slavery and Human Trafficking** to all new suppliers.

We will continue to review and improve our processes to ensure they remain effective in combating slavery and human trafficking.

Further Steps
Lenham Storage Company Ltd will periodically review the effectiveness of our anti-slavery measures and implement additional steps as necessary to ensure continuous improvement.

Statement Approval
This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Lenham Storage Company Ltd for the financial year ending August 2025.

Approved by:
David Close

Group Resources Manager
Lenham Storage Company Ltd

Date: 22nd January 2025