



## **Modern Slavery Statement - Statement of Compliance**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that KLN Freight (UK) Ltd (KLN UK), has taken and is continuing to take regarding that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. KLN UK has a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to having and putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### **Our Business**

KLN UK offers premium global logistics services, international freight forwarding and supply chain solutions for a wide spectrum of industries. KLN UK is part of KLN Network whose Head Office is in Hong Kong. Globally, we employ over 33,000 people in over 60 countries and territories.

### **High risk areas**

With a significant footprint in Asia and the Asian Sub-continent, we operate in areas considered to be at high risk of modern slavery. Some of our services are undertaken through manual and relatively unskilled activities, such as loading/unloading and sorting of cargo.

### **Our Policies**

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. In addition to complying with the KLN Global Policies and Codes of Conduct, KLN UK have in place our own compliance policies and procedures for the UK business. These include:

- Code of business conduct: This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act and conduct themselves.
- This Policy confirms that KLN UK have a zero-tolerance approach to any form of modern slavery.
- Recruitment Policy: We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- Whistleblowing Policy: We operate a Whistleblowing Policy in order that all employees know that they can report/whistle blow anonymously any failure to meet our legal obligations. All employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. This policy includes any reports being fully investigated, with the appropriate remedial action being taken if found.



- Procurement and sourcing policy: The primary responsibility for identifying risks and implementing process around prevention of modern slavery in our supply chain will lie with our procurement and sourcing functions within each operational department/branch and service department.

### **Our Suppliers**

KLN UK understands its biggest exposure to Modern Slavery is with our arrangements with 3<sup>rd</sup> party suppliers who either provide a service to our business or undertake an element of the service provision on behalf of our customers.

KLN UK operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery including vetting relating to the use of involuntary use of labour, forced labour, child labour and/or pay and conditions regulations.

As part of our initiative to identify and mitigate risk we are in the process of undertaking the following actions:

- introducing contractual obligations that reflect modern slavery legislation across our standard terms and bespoke contractual arrangements.
- building the assessment of slavery and trafficking risk into our supplier sourcing, due diligence and on-boarding programmes
- reviewing and assessing existing suppliers, and in particular their sourcing policies in key risk areas
- assessing whether a formal Supplier Code of Conduct would be an effective tool in areas of the business where a modern slavery risk is identified.

KLN UK's preferred suppliers are those that operate under recognised ethical codes of conduct that include regular compliance audits, and we only work with companies that contractually commit to complying with applicable laws and regulations.

### **Risk Assessment:**

KLN UK have carried out a risk assessment of our business in relation to the risks associated with slavery and human trafficking. The assessment identified that the areas of risk would be from the use of agency labour and the sub contracted transportation services. KLN UK have taken a number of steps to mitigate these by going through due diligence and operations robust policies.

### **Training Instruction:**

KLN UK give training instruction to our employees so, they understand the signs of modern slavery and what to do if they suspect that it is taking place. As part of the induction of new employees into KLN UK they are required to read the Modern Slavery Policy.



### **Key Performance Indicators**

KLN UK monitor the results of our due diligence processes. As of the date of this policy being signed, there have been no modern slavery concerns identified or reported by employees, the public or law enforcement agencies. KLN UK are committed to working to promote continuous improvement, in order that slavery and/or human trafficking is not taking place within our business or supply chain.

### **Approval for this Statement**

This statement was approved by the KLN Freight (UK) Ltd Board of Directors

Name: Dave Gaughan

Signature

A handwritten signature in black ink, appearing to be 'Dave Gaughan', written over a light blue horizontal line.

Date 01/01/2025