

MODERN SLAVERY STATEMENT

A) ORGANISATION

This statement applies to Moran Logistics (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2024/2025

B) ORGANISATIONAL STRUCTURE

The Organisation operates out of a number of sites across the UK including its Head office in Castle Donington and other sites located at Leeds, Heywood, and Oswestry. The company operates on a national basis delivering chilled, ambient or frozen food products and providing warehousing solutions for food manufacturers and retail customers. The company operates on a 24/7 basis 364 days of the year.

The labour supplied to The Organisation in pursuance of its operation is carried out in the United Kingdom, covering all regions.

C) DEFINITIONS

The Organisation considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

D) COMMITMENT

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom

E) SUPPLY CHAINS

In order to fulfil its activities, the Group's main supply chains include those related to food manufacturers and distributors in the United Kingdom.

Moran Logistics have in place a voluntary recognition agreement with trade unions for bargaining terms and conditions of employment for the TUPE drivers at the Leeds site.

F) POTENTIAL EXPOSURE

Moran Logistics considers its exposure to slavery/human trafficking to be relatively limited, nevertheless it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

G) STEPS

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Moran Logistics has taken the following steps to ensure that modern slavery is not taking place:

- Reviewing supplier contracts to include termination powers in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Measures in place to identify and assess the potential risks in its supply chains;
- Internal audits in relation to recruitment and payroll of all employees

H) KEY PERFORMANCE INDICATORS

The Organisation has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in Moran Logistics or its supply chains.

- Regular audits of suppliers
- Ensuring all practices within the group adhere to both internal policies and relevant legislation

I) POLICIES

The Group has the following policies which further define its stance on modern slavery:

- **Right to work check for all individuals**
- **Whistle blowing policy** The organisation encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.
- **Employee code of conduct** The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain

the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

- **Supplier Code of Conduct** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. The organisation works with suppliers to ensure that they meet the standards of the code and improve their worker's working conditions. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment Policy** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency.

J) SLAVERY COMPLIANCE OFFICER

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to Moran Logistics obligations in this regard.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Moran Logistics Limited's slavery and human trafficking statement. The Company Directors and Senior Management of Moran Logistics Limited shall take the responsibility for implementing this policy statement and its objectives and shall provide adequate resources and investment to ensure that slavery and human trafficking is not taking place within the organisation or within its supply chains.

This policy statement was last reviewed in June 2024

Signed: 

Title *Business Transformation Director*

Date: *28/06/2024*