

JAS Worldwide Incorporated Modern Slavery Statement

This statement is made pursuant to s54 of the Modern Slavery Act 2015 by JAS Worldwide, Inc. (“**JAS Worldwide**”) for and on behalf of its affiliates and subsidiaries:

1. JAS Forwarding (UK) Limited (company number 01824515);
2. Tigers Global Logistics Limited (company number 01651122); and
3. Greencarrier Freight Services (UK) Limited (company number 01488473),

together referred to as “**JAS UK**” throughout this statement, to which the Modern Slavery Act 2015 directly applies.

This statement is made in respect of the actions of the JAS UK entities only and their statutory duties under the Modern Slavery Act 2015 but encompasses the steps that JAS Worldwide and its subsidiary companies have taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery and human trafficking are crimes and violations of fundamental human rights. They take various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for commercial gain.

Whilst this statement details only with the specific actions taken by JAS UK, the entirety of JAS Worldwide stands and acts against modern slavery across the globe and in any form it takes.

About JAS UK

We are part of a worldwide forwarding air/sea, warehouse & logistics, projects, and supply chain provider, with global headquarters in Atlanta, Georgia, USA. We are an independent provider of cost-effective, lean and agile solutions, with a global footprint of approximately 200 JAS offices extending into 50 countries, covering our core markets worldwide. JAS Worldwide has over 900+ employees globally and an annual group turnover of \$17 Million .

Our capabilities include sea and air freight forwarding, warehousing and supply chain management. This puts our organisation in contact with many other organisations throughout supply chains. The nature of our business puts JAS UK in a position of increased risk of interacting with modern slavery or human trafficking. We act to ensure that any suppliers or customers we contract with have stringent and effective policies in place to prevent modern slavery and human trafficking.

Our Policies

One of our fundamental beliefs is that everyone has the right to work in a respectful and professional environment, which is free from any abusive or unprofessional conduct.

Our commitment extends beyond our own organisation; in terms of working with our suppliers, to ensure supply chain organisation also ensure a fair and respectful workplace for all.

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update all our policies, and these are approved by the relevant Board of Directors for each JAS UK entity.

JAS Worldwide has implemented the JAS Worldwide Code of Business Conduct and Ethics (the “**Code**”) to introduce a uniform standard of business conduct across all JAS Worldwide entities and subsidiaries and reflects our commitment to acting ethically and with integrity in all of our business relationships.

In addition to following the Code, the JAS UK entities each have in place:

- Anti-Slavery Policy;
- Responsible sourcing/procurement Policy;
- other relevant policies

JAS UK employees are provided with regular updates delivered through internal training modules twice a year. This information is designed to follow up on cases of Modern Slavery in the news and to provide all staff details on how they can formally raise awareness or report any cases they may suspect through the appropriate channels.

Our Suppliers

Our relationship with our suppliers have been established over a number of years and has been built upon a mutually beneficial factor.

To ensure our suppliers comply with and meet our requirements, we operate a supplier validation and renewal policy which is reviewed annually and for which we ask our suppliers to provide a copy or link to their own Modern Slavery Statement which we then validate.

We operate a Supplier validation and renewal policy which is reviewed annually and for which we ask our suppliers to provide a copy or link to their own Slavery Statement which we would validate online.

[Where our suppliers are not under a legal obligation to create and maintain a Modern Slavery Statement, we so ask that they acknowledge and adhere to our Modern Slavery Statement which they can obtain on our JAS UK website. This is also part of our New Supplier vetting process and any Suppliers who have their own statements a copy of this is retained against the Supplier records electronically.

Due Diligence

JAS UK operates in a business and industry that exposes us to a potentially higher risk of coming into contact with situations of slavery and human trafficking. We understand that the following areas of our business give rise to the highest modern slavery risk:

- Agency Staff
- 3rd Party carriers (approved)

As part of our initiative to identify and mitigate risk, JAS UK:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Where possible build long standing relationships with local suppliers and customers and make clear our expectations for business behaviour.
- Monitor potential risk areas in our supply chains.
- Have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Effective Action

If any member of JAS Worldwide staff suspects a violation of anti-trafficking, anti-slavery, or similar laws within JAS Worldwide, JAS Worldwide outlines a Compliance Procedure detailed in Section 21 of the Code. Staff is encouraged to report any concern related to this Statement and the Code in confidence and without fear of retaliation.

We use the following key performance indicators (KPIs) to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains:

- All agencies we use are vetted accordingly as new Suppliers and in cases where they are not obliged to publish a statement we do ask that they agree and sign their agreement to follow our code of conduct and policies.
- We submit monthly BMS reports and we get quarterly meeting to review all suppliers are approved and all relevant documents are valid and in date as per the Supplier approval process
- JAS UK have a course on JAS University aimed at bringing attention to Trafficking and Servitude. This material is updated annually to provide staff more insight on live known cases in the UK and around the world as well as raising awareness to what the UK Government are implementing and doing to address this.

Training

We operate a zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of this act in our business our Anti-Slavery Policy is included in our Employee handbook and this is reviewed annually to align with any changes in this legislation.

All new JAS UK employees are provided with a copy of the Code and are required to acknowledge they have read and understood the requirements it places on them. The Code is published and accessible to all staff at JAS Worldwide intranet.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes JAS UK's slavery and human trafficking statement for the financial year ending 2023.

It was approved by the board of directors for JAS Worldwide on 31st August 2022.

Signed by

Noel Broadbent

For and on behalf of

JAS Worldwide, Inc.

3rd January 2023

Registered in England No 1824515

All Goods and Business undertaken subject to BIFA standard trading conditions which are available on request

