MODERN SLAVERY STATEMENT 2022

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Allseas Global Logistics anti-slavery and human trafficking statement for the financial year ending 31 December 2022.

Organisation structure and supply chains

Allseas Global Logistics is a privately owned, independent freight forwarding Company, founded in 2009. With offices in Manchester (Oldham HQ), Birmingham (Tamworth) and London Heathrow we are local to the client wherever they may be. We also have key staff located in other strategically important areas throughout the UK such as Aberdeen and Hull.

We work in all freight sectors, all modes and directions; Air, Ocean, Road, Project moves and Brokerage at all UK ports/airports, and partner with selected agents and professional networks around the world.

Policies in relation to slavery and human trafficking

Modern slavery is a crime and a violation of fundamental human rights. It takes 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 personal or commercial gain.

The Company has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, in the coming year we will include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

This policy does not form part of any employee's contract of employment and we may amend it at any time.

Responsibility for the policy

The Company has overall responsibility for ensuring this policy complies with our legal and ethical obligations, and that all those under our control comply with it.

The Company has primary and day-to-day responsibility for implementing this policy, monitoring its use and effectiveness, dealing with any queries about it, and auditing internal control systems and procedures to ensure they are effective in countering modern slavery.

Management at all levels are responsible for ensuring those reporting to them understand and comply with this policy and are given adequate and regular training on it and the issue of modern slavery in supply chains.

Employees are invited to comment on this policy and suggest ways in which it might be improved. Comments, suggestions and queries are encouraged and should be addressed to the Managing Director.

Compliance with the policy

The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy. Employees must notify a line manager OR a company Director as soon as possible if they believe or suspect that a conflict with this policy has occurred or may occur in the future. Employees are encouraged to raise concerns about any issue or suspicion of modern slavery in any parts of our business or supply chains of any supplier tier at the earliest possible stage. If an employee believes or suspect a breach of this policy has occurred or that it may occur, they must notify their line manager or company Director OR report it in accordance with our Whistleblowing Policy as soon as possible. Where appropriate, and with the welfare and safety of local workers as a priority, we will give support and guidance to our suppliers to help them address coercive, abusive and exploitative work practices in their own business and supply chains. If employees are unsure about whether a particular act, the treatment of workers more generally, or their working conditions within any tier of our supply chains constitutes any of the various forms of modern slavery, they should raise it with their line manager or company Director.

We aim to encourage openness and will support anyone who raises genuine concerns in good faith under this policy, even if they turn out to be mistaken.

We are committed to ensuring no one suffers any detrimental treatment as a result of reporting in good faith their suspicion that modern slavery of whatever form is or may be taking place in any part of our own business or in any of our supply chains. Detrimental treatment includes dismissal, disciplinary action, threats or other unfavourable treatment connected with raising a concern. If an employee believes that they have suffered any such treatment, they should inform their line manager immediately. If the matter is not remedied, employees should raise it formally using the Company Grievance Procedure, which can be found in the current employee handbook.

This Modern (Anti) Slavery Policy and Statement is intended for businesses in all countries, especially the United Kingdom.

Communication & awareness of this policy Training on this policy, and on the risk our business faces from modern slavery in its supply chains, forms part of the induction process for all individuals who work for us, and updates will be provided using established methods of communication between the business and the employee.

Our zero-tolerance approach to modern slavery must be communicated to all suppliers, contractors and business partners at the outset of our business relationship with them and reinforced as appropriate thereafter. Breaches of this policy Any employee who breaches this policy will face disciplinary action, which could result in dismissal for misconduct or gross misconduct. We may terminate our relationship with other individuals and organisations working on our behalf if they breach this policy.

Due diligence processes

We recognise the importance of due diligence when selecting partners, and as such we continue to develop our subcontractor management process

Key Performance Indicators

For 2022, Allseas Global Logistics has continued to address and minimise the risk of modern slavery and human trafficking within our business and supply chain. We will carry this out by acting on the following points:

- We will continue to ask questions of, and monitor, the organisations we deal with to understand what measures they are implementing and operating to stop slavery occurring in their own business and in their own supply chain.
- We will continue to provide awareness training & literature to staff on the Act and inform them of the appropriate action to take if they suspect a case of slavery or human trafficking
- We will continue to review and, as appropriate, update our policies & processes

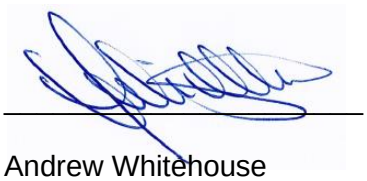
Risk assessment and management

In order to identify specific risks of slavery and human trafficking within our business and supply chains we have undertaken a risk assessment. This risk assessment identified the following key risk areas: (1) use of agency and seasonal workers; and (2) our direct suppliers of haulage and transportation services.

Training on modern slavery and trafficking

In order to ensure that our employees have a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have continued to roll out training to colleagues.

This statement has been approved by the Managing Director of Allseas Global Logistics for the financial year ending 31st December 2022.



Andrew Whitehouse
Managing Director

Date: 08/09/2023