Yusen Logistics (UK) Ltd
Modern Slavery Act, 2015 – Statement of Compliance

CREATE BETTER CONNECTIONS

This statement is made pursuant to section 54(1) of the Modern Slavery Act, 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2024.

Introduction

The mission of the Yusen Logistics Group (the Group) is to become the world's preferred supply chain logistics company, applying insight, service quality and innovation to create sustainable growth for business and society, complying faithfully with the laws and regulations of each country.

As part of this mission, Yusen Logistics (UK) Limited is committed to conducting business lawfully *and* ethically, and in doing so, is dedicated to preventing slavery, servitude, forced labour and human trafficking (modern slavery) of any kind within its business and supply chains.

Our Business and Supply Chains

We are a leading logistics company in the UK, offering complete supply chain solutions utilising high quality infrastructure, modern facilities and proven IT systems to meet and exceed the expectations of our customers. This infrastructure has been developed to support and cultivate a 'can do' approach to offering supply chain solutions within specific market sectors and services, as well as providing general logistics services.

We are a part of the Yusen Logistics Group and our ultimate parent company is Yusen Logistics Co. Ltd in Japan. Yusen Logistics Group has over 25,000 employees and operates in 46 countries and regions.

Policies and Contractual Controls

As part of Yusen Logistics Group's compliance system, all group officers and employees are required to act in accordance with the Group Code of Conduct. This Code, and associated compliance policies, has been established to ensure all group officers and employees comply with all local and international laws and understand the significance and importance of compliance in their daily activities.

In addition to complying with Yusen Logistics Group's over-arching policies and Code of Conduct, we have developed our own local compliance policies and procedures for the UK business. As part of our continuing commitment to prevent modern slavery we have put in place:

- A Compliance Code of Conduct which sets out the legal and ethical standards we must operate to within our own business, which includes reference to the importance of complying with the Modern Slavery Act;
- A Modern Slavery Procedure which confirms that we do not tolerate or condone any form of practice that constitutes modern slavery in any part of our business and the expectation of the same from our suppliers;
- A Public Interest Disclosure Policy which encourages employees to report any failure to meet our legal obligations. All reports are fully investigated and appropriate remedial actions taken;
- A Compliance Officer and hotline for employees to report legal and compliance concerns anonymously;
- An Agency Policy which regulates the hiring of agency workers and which requires agency providers to sign a valid contract prior to undertaking any work engagement; and
- Wording in our standard supplier contracts to include obligations on suppliers to comply with the Supplier Code of Conduct. Suppliers which breach these obligations will face appropriate action, including termination of contract.

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Due Diligence of Suppliers

We understand that our biggest exposure to modern slavery is in our arrangements with 3rd party suppliers who either provide services to our business or undertake elements of our service provision on behalf of our customers.

Our Supplier Code of Conduct outlines the standards of behaviour we expect from all our suppliers. All prospective suppliers must undertake a pre-qualification vetting process which includes due diligence relating to the use of involuntary labour, forced labour, child labour and/or pay and conditions regulations.

As part of our supplier engagement process, suppliers are required to confirm they comply with our Supplier Code of Conduct. Supplier relationship reviews are then held regularly to ensure all forms of statutory compliance are fully satisfied.

Risk Assessment

In order to identify risks associated with slavery and human trafficking, we have undertaken a risk assessment of our business and supply chain. This assessment has identified key inherent risks associated with the use of agency labour and subcontracted transportation services. We have taken steps to mitigate these risks to acceptable levels through due diligence processes, and by operating robust policies and contractual controls, as detailed elsewhere within this document.

Key Performance Indicators

We monitor the results of our due diligence processes and the nature of reports made through our compliance hotline. As at the date of this statement, no modern slavery concerns have been identified.

Training and Continuous Improvement

Our Code of Conduct policies and procedures are reviewed at least annually, updated where required and made available to all our employees via our company intranet and face to face team briefings. As part of our employee induction and on-going training programme, employees are required to read and confirm their understanding of our Compliance Code of Conduct at least annually; we ensure everyone responds and we keep records of employee confirmations. In addition, e-learning is carried out on a periodic basis.

In addition to training, an annual Compliance Meeting is held with the Board of Directors to review compliance / Code of Conduct related themes, including modern slavery, where the previous year's initiates are reviewed, policies and procedures are confirmed fit for purpose, and training needs are set for the forthcoming year.

This statement was approved by the Board of Yusen Logistics (UK) Ltd.

David Goldsborough
Managing Director

Date: 19th September 2024