

Modern slavery and human trafficking statement

Introduction from the Chief Executive Officer

We are committed to improving our practices to combat modern slavery and human trafficking both within our business and within our supply chains. We monitor our on-site activities, and we expect firm commitments from our supply chain that there is no modern slavery or human trafficking involved in the supply and transportation of shipping containers.

Organisation's structure

We are an industry-leading logistics company, whose ultimate parent company is Hapag-Lloyd Aktiengesellschaft (Hapag-Lloyd). Hapag-Lloyd's head office is located in Germany. We have over 250 employees and operate in the United Kingdom, servicing all major UK ports.

We have a global annual turnover in excess of £36 million.

Our business

Our business has a service portfolio that includes the carriage of containers by road, rail, and sea, providing a technology-backed industry-leading service proposition encompassing handling, storage, and distribution.

Our supply chains

Our supply chains include contracts with customers and suppliers for the provision or procurement of goods and services, including rolling stock, fuel and subcontractor services.

Before each supplier is approved, we perform a rigorous due diligence process and will not enter into business agreements with suppliers that cannot confirm they:

- have taken steps to eradicate modern slavery within their business;
- hold their own suppliers to account over modern slavery; and
- pay their employees at least the national minimum wage / national living wage (as appropriate).

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery, and human trafficking are not taking place anywhere in our supply chains.

Our Anti-slavery policy is available upon request at hr@atlhaulage.co.uk.

Due diligence processes for slavery and human trafficking

We understand that container and load integrity can give rise to a modern slavery risk, particularly the risk of undeclared loads. We continue to advise and train drivers to take steps to mitigate potential threats.

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

- thoroughly check supply chains to ensure the potential for slavery and human trafficking is significantly reduced.
- tell companies we do business with that we are not prepared to accept any form of exploitation.
- include a robust anti-slavery provision in our contracts, and
- ensure we can account for each step of our supply processes.

Supplier adherence to our values and Anti-slavery policy

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we expect compliance with our anti-slavery policy.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide specialist training to those members of staff who are involved in managing recruitment and our supply chains. In addition, we provide general awareness training to all staff.

Our effectiveness in combating slavery and human trafficking

We use a variety of management reporting and key performance indicators (KPIs) to measure how effective we have been in ensuring that slavery and human trafficking are not taking place in any part of our business or supply chains, including the following:

- Vetting procedures for Subcontractors and Suppliers
- Supplier screening
- Whistleblowing procedures
- Staff training

In addition, all suppliers must adhere to our Supplier Code of Conduct, which includes our principles of Ethics and Sustainability.

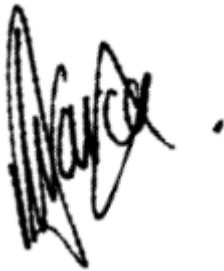
Further Steps

Following a review of the effectiveness of the steps we have taken this year to prevent slavery or human trafficking from occurring in our business and supply chains, we intend to continue to review and take further necessary steps to tackle slavery and human trafficking.

We will undertake a comprehensive audit of all our suppliers this year to ensure compliance with our standards and confirm that all high-value suppliers have in place sufficient anti-slavery policies and a published modern slavery statement.

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 31-12-2023. It was approved by the board on 20-06-2024.

AMIT KARIA

A handwritten signature in black ink, appearing to read 'Amit Karia', followed by a period.

ATL HAULAGE CONTRACTORS LIMITED

Date: 20-06-2024