

## **Modern Slavery Statement**

Eddie Stobart Logistics is committed to preventing modern slavery and human trafficking from occurring within any part of its business and supply chain. Our policies support our approach to doing business ethically and with integrity and we expect the same standards from all our suppliers. We continue to focus on improving the effectiveness of our systems and controls to safeguard against any form of modern slavery or human trafficking,

### **About Eddie Stobart**

Eddie Stobart Logistics is a leading supply chain transport and logistics business providing industry-leading services to many of UK's best known brands. We have over 5,600 employees, including managerial and support services staff, drivers and warehouse operatives. We also employ agency staff directly and through temporary labour agencies. Eddie Stobart has focused its business on growing a balanced portfolio across the following core sectors: E-Commerce, Manufacturing, Industrial & Bulk, Retail and Consumer.

### **Our Vision and Values**

Eddie Stobart Logistics operates with a clear vision; to be recognised for our pride and professionalism in delivering innovative customer solutions and service excellence. We have strong corporate values; openness and honesty, trust and respect, integrity, compassion and fun. Our vision and values are underpinned by a set of corporate policies supporting our commitment to high ethical standards and doing business with integrity, including

- An anti-slavery policy reinforcing our commitment to ensuring there are no instances of forced labour, slavery or human trafficking in our business or supply chain and helping our people to identify these practices;
- A recruitment policy which includes checks on eligibility to work in the UK in order to safeguard against human trafficking or forced labour;
- A whistleblowing policy so that all employees know that they can raise a concern without fear of reprisals; and
- A code of business conduct which explains our ethical standards as an organisation and how we expect our employees and suppliers to act.

Our adherence to these policies is subject to regular reviews, helping us to continuously improve in this area. The induction process that all employees, including drivers and warehouse operatives attend, is used to raise the profile of modern slavery and human trafficking and to make employees aware of these policies. An in-house training portal will be rolled out in 2018 which will facilitate additional mandatory training for office-based employees on identifying slavery and forced labour.

### **Supply Chain**

We have a significant number of suppliers of services and temporary workers, including drivers, cleaners and vehicle maintenance and repair staff. Our standard terms require our suppliers to commit to contributing to the prevention of modern slavery and human trafficking and to adhere to our Anti-Slavery Policy. During 2017 we began a programme of reviews of the agencies that supply our temporary workers to assess compliance with the commitment to preventing modern slavery and human trafficking and other legislative requirements including relevant health and safety legislation. We have completed one review and will continue with the programme during 2018.

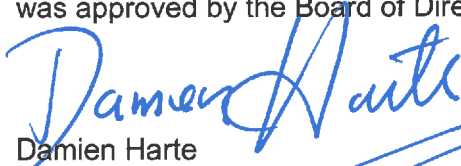
## Our plans for the future

We will continue to review and improve the steps we take to ensure there is no forced labour or human trafficking in our business or supply chain. The majority of our employees are UK-based managerial or office based staff, drivers and warehouse operatives, all of whom are paid at least the National Living Wage, and we believe there is a low risk of human slavery or forced labour in our direct workforce. The risk may be more significant in our supply chain and we plan to take the following steps to enhance our approach in relation to our supply chain;

- Introduce a Supplier Charter to better communicate to suppliers our expectations in relation to the standards to which they conduct business;
- Enhance existing pre-contract checks to assess the anti-slavery policies and procedures that new suppliers have in place; and
- Undertake a more formal risk assessment in relation to modern slavery in our business, and more particularly in our supply chain, and take appropriate action if there are any areas of concern.

In addition we will review our internal policies, enhance the training given to our employees and continue to raise awareness of the importance Eddie Stobart Logistics places on its commitment to ensuring there is no forced labour or human trafficking in our business or supply chain.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of Directors on 31 January 2018.



Damien Harte

Chief Financial Officer

