

POLICY	Issue Date: 02/02/2021
Anti-Slavery & Human Trafficking Policy Statement	Review Date: 02/02/2021
	

Anti-Slavery & Human Trafficking Policy Statement

This statement is made according to section 54 of the Modern Slavery Act 2015.

PURPOSE

ALL4 LOGISTICS LTD is committed to doing business with respect for human rights and to implementing and enforcing effective systems and controls to guarantee that human rights are not breached. We condemn modern slavery and human trafficking and are committed to social inclusion, diversity, equality, and ethical business. We are an equal opportunities employer.

ALL4 LOGISTICS has a strong and unwavering commitment to prohibiting human trafficking and slavery by way of its' business entities, employees, and other parties associated with ALL4 LOGISTICS. In compliance with the law, and to put into effect ALL4 LOGISTICS' commitment to prohibiting these practices, this Anti-Slavery and Human Trafficking Statement (hereafter referred to as the 'Anti-Slavery Statement') serves to ensure a work environment that is free from human trafficking, forced labour, and unlawful child labour (Slavery and Human Trafficking).

These practices are also required to be followed by our suppliers, subcontractors, or business partners nationwide (collectively 'Suppliers'). ALL4 LOGISTICS strongly opposes any use of slavery or human trafficking in providing its services and fully supports the promotion of ethical and lawful business practice within our workplace.

SCOPE

This policy covers all employees of ALL4 LOGISTICS and all its subsidiaries or entities controlled by ALL4 LOGISTICS. If anything in this policy may conflict with the local law, local law will govern the interpretation and application of this policy statement.

DEFINITIONS

- **Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons employing threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.
- **Forced Labour:** All work or service, not voluntarily performed, obtained from an individual under the threat of force or penalty.
- **Harmful Child Labour:** Consists of the employment of children that is economically exploitive or is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

POLICY	Issue Date: 02/02/2021
Anti-Slavery & Human Trafficking Policy Statement	Review Date: 02/02/2021
	

RATIONALE

ALL4 LOGISTICS will not tolerate or condone the use of unlawful child labour or forced labour in the provision of its services. It will not accept goods or services from suppliers that utilise child labour in any manner in any part of our company, subcontractors, or providers. These crimes exist throughout the world, but human trafficking and slavery are intolerable crimes.

This statement shall define ALL4 LOGISTICS efforts and commitment to eradicate human trafficking and slavery from our company and our supply chains.

REQUIREMENTS

ALL4 LOGISTICS suppliers and subcontractors are an essential part of our success and our culture. We expect each of these business partners to conduct their business with the same commitment to ethical business practices as we do. Where possible, we endeavour to build long-standing relationships with subcontractors and suppliers and make clear our expectations of business behaviour.

ALL4 LOGISTICS and its suppliers:

- Will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.
- Will ensure that the general terms of employment are voluntary.
- Will not hold passports of migrant workers.
- Will not pay fees to agents other than reputable temp worker agencies where there is an opportunity for workers to engage in temporary to permanent employment.
- Will comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements.
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and comply with overtime pay agreements.
- Will abide by applicable law concerning the maximum hours of labour – such as the provisions of Working Time Directive(s) or other applicable laws.
- Will keep records of and be entirely transparent in complying with the above.

RECRUITMENT AND WHISTLEBLOWING

As part of our commitment to ensuring that there is no modern slavery or human trafficking in our supply chain, we have the following internal policies to ensure that we are conducting business ethically and transparently:

POLICY	Issue Date: 02/02/2021
Anti-Slavery & Human Trafficking Policy Statement	Review Date: 02/02/2021
	

- **Recruitment:** We conduct robust checks on any new employee, including eligibility to work in Ireland and the UK, to safeguard against human trafficking or individuals being forced to work against their will.
- **Whistleblowing Code:** Each of our employees has access to an anonymous whistleblowing reporting tool that enables them to raise any concerns they might have without fear of reprisals.

Due Diligence

We understand the risk of modern slavery taking place with our subcontractors and supply chain. As part of our subcontractors and supplier on-boarding process, we carry out a formal approval process across our subcontractors and supply base, which includes a focus upon human rights and labour standards policies. We also carry out audits of our subcontractors and supply base periodically.

Training

All our staff receive training periodically, including information and processes to ensure that they are qualified to understand the importance of ethical trading and the risks of modern slavery and human trafficking. It remains at the forefront of their mind when carrying out business activities.

CONSEQUENCES

Subcontractors, partners, or suppliers of ALL4 LOGISTICS who engage in human trafficking and slavery will have their supply or partnership agreements terminated. Subcontractors, partners, and suppliers must be able to demonstrate compliance with this policy at the request and satisfaction of ALL4 LOGISTICS.

If a supplier to ALL4 LOGISTICS is found to violate this policy statement, ALL4 LOGISTICS will take prompt, remedial measures to address the infringement, including but not limited to termination of the business relationship and involvement of legal authority(s).

Caroline Millea Downing and Ron Prince
Directors
February 2021

Further Information

Further information and advice on this policy can be obtained from ALL4 LOGISTICS via email operations@all4logistics.co.uk, +44 (0) 345 351 2884.