

# STATEMENT OF COMPLIANCE

## Modern Slavery Act, 2015



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 2017.

### Introduction

As part of our dedication to conducting our business lawfully and ethically, Yusen Logistics (UK) Limited is committed to preventing slavery, servitude, forced labour and human trafficking (modern slavery) of any kind within its business and supply chain.

### 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 all the 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 21,000 employees and operates in 42 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 the Group Code of Conduct. The Group Code of Conduct, which includes reference to the Modern Slavery Act, and associated compliance policies have 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 policies and Code of Conduct we have developed our own compliance policies and procedures. As part of our continuing commitment to prevent modern slavery within our business and supply chain we have:

- A Compliance Code of Conduct which states the legal and ethical standards we are to operate to within our own business;
- 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 anonymously report legal and compliance concerns;
- An Agency Policy which regulates the hiring of agency workers and which requires agency providers to have signed a valid contract prior to undertaking any work engagement; and
- Amended 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 actions, including termination of contracts.

Owner: HR Dept	Ref: HR 02.1.3	Authorised: CEC	Location: iConnect	Classification: YUSEN ONLY	Issue: Oct-16	Version: Sep-17	Page: 1 of 2
-------------------	-------------------	--------------------	-----------------------	-------------------------------	------------------	--------------------	-----------------

# STATEMENT OF COMPLIANCE

## Modern Slavery Act, 2015



### Due Diligence of Suppliers

We understand that our biggest exposure to modern slavery is in our arrangements with 3<sup>rd</sup> 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 process which includes obtaining information relating to the use of involuntary labour, forced labour, child labour laws and pay and conditions regulations.

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

### Training

As part of our employee engagement process, all our employees are required to read and confirm their understanding of our Compliance Code of Conduct. Our Code of Conduct and policies and procedures are available to all employees on our intranet. Updates to the Compliance Code of Conduct and associated policies and procedures are circulated to employees through email, who are again required to read and confirm their understanding. We keep records of employee confirmations to ensure everyone responds.

### Further Steps

Following a review of the effectiveness of the steps we have taken this year to ensure that there is no modern slavery in our business or supply chains, we intend to undertake the following additional steps:

- Instigate a programme to issue all of our existing suppliers / subcontract hauliers with a statement of compliance to the Modern Slavery Act, 2015. This will require our suppliers / subcontract hauliers to confirm their compliance;
- Continue our ongoing compliance awareness programmes; and
- Reinforce our employees understanding of issues relating to statutory compliance and modern slavery.

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

A handwritten signature in black ink, appearing to read "Kevin Appleton", is written over a horizontal line.

Kevin Appleton  
Managing Director

Owner: HR Dept	Ref: HR 02.1.3	Authorised: CEC	Location: iConnect	Classification: YUSEN ONLY	Issue: Oct-16	Version: Sep-17	Page: 2 of 2
-------------------	-------------------	--------------------	-----------------------	-------------------------------	------------------	--------------------	-----------------