

Modern Slavery Act Statement

EV Cargo Logistics Ltd (EVCL) recognises that it has a responsibility to take a robust approach to modern slavery. The organisation is committed to preventing slavery and human trafficking in all of its activities and to taking steps to ensure that its supply chains are free from slavery and human trafficking.

This statement sets out EVCL's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business or its supply chains. This statement relates to actions and activities during the financial year ending April 2020.

EVCL's Board has responsibility for ensuring that this Statement is appropriately implemented within the business and that, where required, the appropriate training is provided to employees and suppliers.

ORGANISATIONAL STRUCTURE AND SUPPLY CHAINS

EVCL specialises in the delivery of chilled, ambient or frozen food & drink products from production line to retailer distribution centre (RDC). EVCL operates via a national network of depots and warehouses, in both Primary (manufacturer to RDC) and Secondary (RDC to store) distribution channels. The organisation currently operates predominantly in the UK with use of sub-contractors in the EU.

SUPPLIER ADHERENCE

EVCL is committed to ensuring that its suppliers adhere to the highest standards of ethics. EVCL has communicated with all its suppliers to set out the standards expected of them. EVCL has sought confirmation from all its suppliers that they agree to adhere to our Modern Slavery and Human Trafficking Policy and a new Code of Conduct that highlights the standards expected from all third party suppliers. All suppliers have been advised that any breach of the Act, the Policy or the Code of Conduct will result in immediate termination of the contract.

EVCL works closely with its employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. An agency audit is completed annually each Spring.

POLICIES

The HR department are responsible for implementing and reviewing all policies. All policies are implemented consistently across the business and are reviewed on an annual basis. This is carried out in conjunction with other departments within the business.

EVCL operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

This policy directly addresses EVCL's commitment and adherence to the Modern Slavery and Human Trafficking requirements. The Policy has been publicised across the organisation.

WHISTLEBLOWING POLICY

The Whistleblowing Policy encourages all of EVCL's employees, customers and other business partners to report any concerns related to the direct activities of the organisation or its supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Whistleblowing Policy is designed to make it easy for workers to make disclosures, without fear of retaliation or reprisal.

DUE DILIGENCE

The Legal Department is responsible for investigations in relation to known or suspected instances of slavery and human trafficking. Any matter that gave cause for concern would be thoroughly investigated.

RISK ASSESSMENT

EVCL regularly evaluates the potential exposure to the risk of modern slavery and human trafficking in the supply chain. EVCL is not considered to be operating in high risk sectors or locations and ensures compliance with all legislation.

Where particular activities or countries are considered high risk in relation to slavery or human trafficking, EVCL will carry out the appropriate risk assessment, interrogate the results and take action as appropriate.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, staff involved in purchasing and entering into contractual arrangements on behalf of EV Cargo Logistics Limited will receive training and be made aware of the provision requirements and importance of the Act.

BOARD APPROVAL

This statement has been approved by the legal department on behalf of the EVCL Board, who will review and update it annually. This statement is made pursuant to the section 54 of the Modern Slavery Act 2015 and constitutes EVCL's Modern Slavery Statement for the current financial year.