

JAS Forwarding (UK) Limited Modern Slavery Statement

Modern slavery and child labour are crimes and violations of fundamental human rights. They take various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal commercial gain.

Modern slavery remains a hidden yet dangerous problem in our global society. We all have a responsibility to be vigilant in recognizing and responding to the risks, however small, in our business and in the wider supply chain.

JAS Forwarding (UK) Limited have a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere within our own business or in any of our supply chains.

About JAS Forwarding (UK) Limited

We are a worldwide forwarding air/sea, warehouse & logistics, projects and supply chain provider, with global headquarters in Atlanta, Georgia USA. We are an independent provider of cost-effective, lean and agile solutions, with a global footprint of over 200 JAS offices extending 40 countries, covering our core markets worldwide.

Our capabilities include sea and air freight forwarding, warehousing and supply chain management.

We are extremely aware of the potential risks of modern slavery and no matter how small these risks may be, we are taking active steps to identify and where applicable mitigate them as quickly as possible.

Slavery and Human Trafficking

The Policies we have in place and our anti-slavery statement reflect our commitment to:

- Paying people fairly and properly for their work;
- Acting ethically and with integrity in all our business relationships; and
- Enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

The main policies include:

Fair Pay

JAS Forwarding UK Limited is 100% committed to ensuring that all directly employed and contracted staff receive fair remuneration for the job they perform.

Employment

Our staff handbook sets out all of our employment policies and procedures. It includes our expected standard of conduct which incorporates our anti-slavery policy and measures.

Being aware of the contents of our employee handbook is one of our mandatory policies, which we expect all employees to observe; every employee signs a declaration when they join JAS confirming their familiarity with our mandatory requirements.

Recruitment

Most of JAS's workforce is employed directly on a permanent or fixed term basis. Our recruitment takes place through a combination of internal advertising and or sourcing staff through reputable employment agencies who maintains the same high standards we do.

All new employees are screened to ensure they are genuine applicants operating as free agents with the required level of propriety. These include verification of identity, references, evidence of qualifications, criminal and financial checks. For the few roles in our business which are filled by contractors or agency workers, we ensure that similar checks are also undertaken.

Suppliers and Partners

We operate a supplier and partner verification process, where we undertake a number of due diligence checks for suppliers and partners where it is deemed to be an additional risk of slavery or human trafficking and as such supplementary checks are completed.

JAS Forwarding (UK) Limited and partners are an important part of our success and culture. We expect our staff and partners to conduct all business with the same commitment JAS Forwarding (UK) Limited.

JAS Forwarding (UK) Limited and partners:

- Will not use forced compulsory labour, i.e. any work or service that a worker performs involuntarily, under threat of penalty;
- Will ensure that overall terms of employment are voluntary;
- Will not hold passports of migrant workers;
- Will not pay fees to temporary worker agencies other than reputable agencies;
- Will comply with the minimum age requirements prescribed by applicable laws or any stricter age requirements mandated by a specific contract;
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay requirements;
- Will abide by applicable laws concerning the maximum hours of labour – such as the provisions of working time directive(s) or other applicable laws; and
- Will keep records of, and be entirely transparent in, their compliance with the above.

Our Commitment:

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our groups slavery and human trafficking statement for the financial year ending 31st December 2018. It has been approved by our Board, who will review and update it annually.

Steps Taken:

- All UK staff have received an amended copy of the company handbook which includes our updated statement and for which acts as acknowledgment of the Act.
- All UK Staff have completed the mandatory courses within the companies UK specific training portal, and as such is part of our on boarding process which came into effect 1st Jan 2017.
- We have updated our Supplier Qualification / Evaluation questionnaire to include Modern Slavery and this is sent out to all our suppliers on an annual basis. We request a copy of our supplier's statement to hold on record as part our commitment.

Next Steps:

We are currently reviewing our Supply Chain protocols and will be implementing specific measures to ensure that our obligations under the Modern Slavery Act 2015 are disseminated through our supply chain. These measures will include:

- Continuing to identify and assess any key risk areas in our supply chains
- Contacting all current critical suppliers to affirm our zero tolerance approach to human rights abuses and requesting details of their due diligence procedures both for internal compliance and within their own supply chains.
- Including a specific requirement in our procurement vetting process for prospective suppliers to disclose their position on human slavery and trafficking and provide policies/statement as appropriate.

The undersigned Managing Director of JAS Forwarding (UK) Limited has issued the foregoing statement as of the 1st day of January 2019 and has instructed that it be posted on JAS Forwarding (UK) Limited's website.

Noel Broadbent
Managing Director