

JAS Forwarding (UK) Limited (“JAS UK”) Modern Slavery Statement

This statement is made pursuant to S54 of the Modern Slavery Act 2015 and sets out the steps that JAS Forwarding (UK) Limited and its subsidiary companies have taken and is continuing to take to ensure the modern slavery or human trafficking is not taking place within our business or supply chain.

Modern Slavery encompasses Slavery, servitude, human trafficking and forced and compulsory labour, all of which have in common the deprivation of a person’s liberty by another in order to exploit them for personal commercial gain. We have a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place.

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.

Our Policies

One of our fundamental beliefs is that everyone has the right to work in a respectful and professional environment, which is free from any abusive or unprofessional conduct.

Our commitment extends beyond our own organisation; in terms of working with our suppliers, to ensure supply chain organisation also ensure a fair and respectful workplace for all.

JAS UK are required to gain approval by the Board of Directors who have considered the risk of modern slavery across all areas of our business and have determined the risk to be low.

Our largest resource is our colleagues. We ensure that all staff have the right to voluntarily work in this country. We also ensure that our pay rates are at or above the relevant national minimum wage and/or living wage. We do not hold passports of migrant workers nor pay fees to temporary worker agencies other than reputable agencies.

We provide our UK staff with regular updates delivered through internal training modules twice a year. This information is designed to follow up on cases of Modern Slavery in the news and to provide all staff details on how they can formally raise awareness or report any cases they may suspect through the appropriate channels.

The principles and values mentioned above are also reflected in JAS Worldwide Code of Business Conduct and Ethics (the “Code”). The Code sets out the minimum standards of behaviour expected from JAS staff, in order to maintain trust and integrity.

Our Suppliers

Our relationship with our suppliers have been established over a number of years and has been built upon a mutually beneficial factor.

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We operate a Supplier validation and renewal policy which is reviewed annually and for which we ask our suppliers to provide a copy or link to their own Slavery Statement which we would validate online. Suppliers who are not submitting an annual statement would be asked to comply and provide at a later date.

Due Diligence

As part of our initiative to identify and mitigate risk, JAS UK:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Where possible build long standing relationships with local suppliers and customers and make clear our expectations for business behaviour.
- Monitor potential risk areas in our supply chains.
- Have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

Effective Action

If any member of JAS UK staff suspects a violation of anti-trafficking, anti-slavery, or similar laws within JAS Worldwide, JAS outlines a Compliance Procedure detailed in Section 21 of the Code. Staff is encouraged to report any concern related to this Statement and the Code in confidence and without fear of retaliation.

Training

We operate a zero tolerance to slavery and human trafficking. To maintain awareness and ensure a high level of understanding of the risks of this act in our business our Anti-Slavery Policy is included in our Employee handbook and this is reviewed annually to align with any changes in this legislation.

The latest update to the JAS UK employee handbook will include the first responder details of who will be responsible for reporting suspected cases to and how that information will be processed. It is vital that staff know that we have two ways of reporting modern slavery, with consent of those at risk (NRM) and should that person not want to formally report a case we are obliged to report via the without consent via the Modern Slavery Helpline (DtN).

Additionally, all new JAS UK employees are provided with a copy of the Code and are required to acknowledge reception and ensure compliance, The Code is published and accessible to all staff at JAS Global intranet.

Approval for this statement

This statement was approved by JAS UK Board of Directors on:

Signed on behalf of JAS UK Forwarding (UK) Limited Managing Director:

Noel Broadbent

JAS Forwarding (UK) Limited

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All Goods and Business undertaken subject to BIFA standard trading conditions which are available on request.