

# IBERIAN FREIGHT SERVICES

## MODERN SLAVERY POLICY STATEMENT

This statement is made pursuant to section 54 (6) of the Modern Slavery Act 2015 and sets out the steps and measures that Iberian Freight Services have taken in order to ensure that slavery and human trafficking are not taking place within any part of the business or in our supply chain. This statement covers the financial year 2019/2020 which ends 01 May 2020.

Iberian Freight Services are aware that slavery, servitude, forced labour and human trafficking (Modern Slavery) is a global issue as a result of the increase in global migration which exists in every region of the world and every type of economy.

We have a zero tolerance approach to modern slavery and will not tolerate any activities that are linked to it in our own operations or that of our suppliers. In the event that we find breaches of the Modern Slavery Act in our own supply chain we will work with these companies in their efforts to comply with the legislation.

Iberian Freight Services is a transport and logistics company that operates primarily in the United Kingdom though we have activities in the Republic of Ireland and continental Europe.

The company is committed to working with its suppliers to create an environment of transparency within its supply chain. Iberian Freight Services Ltd is committed to acting ethically and expects the same from any company with which it deals with. We would address any failure by a company to act in such a manner on a case by case basis, however organisations that fail to meet this standard may jeopardise their ability to do business with Iberian Freight Services and, ultimately, the company may cease trading with any such supplier.

Iberian Freight Services have HR Policies in place to ensure compliance with legislation and fundamental rights at work including a new Human Trafficking and Slavery Policy and our existing Whistleblowing Policy which has been modified to take account of the Modern Slavery Act. Any reports of modern slavery or human trafficking will be fully investigated and remedial actions taken. In order to identify and mitigate the risk of working with a supplier who may have slavery in their supply chains we will:

- Identify and assess potential risk of slavery in our operations and that of our suppliers.
- Mitigate the risk of slavery through performing due diligence on suppliers deemed at risk.
- Monitor potential risk areas.
- Protect whistleblowers.

The above actions will be undertaken and managed by the Iberian Freight Services team.

In order to ensure the effectiveness of the steps that we have taken we will ensure all relevant staff are trained in the application of the Modern Slavery Act on an ongoing basis. Furthermore the Human Trafficking and Slavery Policy will be made available to all staff members.

Iberian Freight Services is committed to ensuring that there is no slavery among its own activities and that of its suppliers and it is hoped that the above statement accurately reflects this.