



STATEMENT OF PEEL PORTS LOGISTICS LIMITED PURSUANT TO THE MODERN SLAVERY ACT 2015 ("THE ACT")

At Peel Ports Logistics Limited, we are committed to doing the right thing in the right way. As one of the UK's leading freight logistics businesses, we recognise that we have a responsibility to take a robust approach to slavery and human trafficking and we are fully committed to combating matters in these areas.

OUR SUPPLY CHAIN

Our supply chain covers services associated with the operation of our business, including: truck hire, vessel chartering, ships agency, boatmen and stevedoring services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

In 2019 Peel Ports Logistics Limited became part of the Peel Ports Group of companies.

Peel Ports Logistics Limited has already integrated Peel Ports Group's Anti-slavery and Human Trafficking Policy; Code of Conduct; and Whistleblowing Policy. However, we continue to work towards aligning ourselves with the standards set by the wider Group. We recognise that we are just starting on this journey.

It is Peel Ports Logistics Limited's firm intention to continue to adopt and further integrate Peel Ports Group's policies, procedures and practices that relate to slavery and human trafficking. The way in which we go about procuring goods and services from our supply chain will be key in this respect.

Anti-Slavery and Human Trafficking Policy

This policy makes it clear that Peel Ports Group has a zero tolerance approach to modern slavery and encourages the prevention, detection and reporting of modern slavery.

Code of Conduct

The Code of Conduct details the standards that all employees are expected to adhere to in terms of behaviour. The Code sets out Peel Ports Group's undertaking with regard to human rights and compliance with labour law. It contains a specific section on Modern Slavery, which refers to Peel Ports Group's responsibilities and Supply Chain Compliance Programme. It states Peel Ports Group's commitment to not use compulsory or forced labour in its operations and to maintain a framework of fair and just remuneration and working hours.

Whistleblowing Policy

Peel Ports Group encourages all its workers, customers and business partners to report any concerns related to its direct activities or its supply chain. This includes any circumstances that give rise to an enhanced risk of slavery or human trafficking. The Group Whistleblowing Policy is designed to make it easy for employees or officers to make disclosures without fear of retaliation.

Recruitment /Agency Workers Policy

Peel Ports Logistics Limited uses only specified, reputable employment agencies to source labour and verifies the practices of any new agency it is using before accepting workers from that agency.

Peel Ports Logistics Limited undertakes rigorous identity checks prior to employing individuals and ensures that all employees are in receipt of the minimum wage.

TRAINING

A new training programme is being rolled out for all Peel Ports Group employees in 2024 and this will include a module on modern slavery.

AWARENESS CAMPAIGN

In August 2023 Peel Ports Group rolled out a modern slavery poster campaign to highlight modern slavery and provide contact details to raise any modern slavery concerns. These posters are displayed at Peel Ports Logistics Limited's premises.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Peel Ports Logistics Limited's slavery and human trafficking statement for the financial year ended 31 March 2023. This statement has been approved by the Peel Ports Group Board of Directors.

A handwritten signature in black ink, appearing to read "S.M.A.", written in a cursive style.

Sebastian Gardiner
Managing Director
Peel Ports Logistics Limited

September 2023