



## **MODERN SLAVERY STATEMENT**

### **Introduction**

International Logistics Group Ltd (ILG) acknowledges and reaffirms its responsibilities in relation to tackling modern slavery. We also commit to complying with the provisions in the Modern Slavery Act 2015. We understand that this requires an ongoing review of our internal practices in relation to our labour force and, additionally, our supply chains.

ILG does not knowingly conduct business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to ILG in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. ILG adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation. This statement outlines the efforts we will make to seek to eradicate human trafficking and slavery from our supply chains. ILG opposes any use of slavery or human trafficking in the delivery of the services that we provide and fully supports the promotion of ethical and lawful business practices within our workplace.

We will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our business.

### **Organisation's Structure**

ILG is a market-leading logistics business that specialises in omnichannel fulfilment and delivery. Our services include product importation, clearance, warehousing, stock management, pick-and-pack, gift-wrapping, personalisation, delivery and returns management. We also fulfil orders to department stores and other retail outlets.

We employ 570+ people and are part of the Yusen Logistics group, a global logistics service supplying warehousing, distribution, freight forwarding and supply chain management services in one package, an organisation spanning 47 countries.

### **Definitions**

ILG considers that modern slavery encompasses:

- human trafficking.
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse.
- being dehumanised, treated as a commodity, or being bought or sold as property.
- being physically constrained or to have restriction placed on freedom of movement.

### **Our Policies**

We have appropriate policies in place that underpin our commitment to try to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We review our policies annually and update as and when needed.

Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We also have the following policies in place relevant to modern slavery, which we regularly review and update:

- Code of Conduct Policy.
- Whistleblowing Policy.
- ESG statement and annual report.
- Anti-Bribery and Corruption.
- Anti-Fraud Policy.
- Code of Ethics.
- Procurement Policy.

### **Our Due Diligence Processes**

We understand that our supply chain poses one of the highest risks with regards to modern slavery and that ILG's suppliers are an important part of our success and our culture. As part of our initiative to identify and mitigate risk we carry out due diligence processes on our suppliers and business partners in relation to ensuring slavery and/or human trafficking does not take place in their organisation.

ILG has not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

### **Supplier Adherence to our Values**

We have a zero-tolerance policy to slavery and human trafficking. To ensure all those in our supply chain and contractors support our values and ethics we expect our business partners to conduct their business with the same commitment to ethical business practices as ILG. The workplace practices that we expect from our suppliers include:

- Suppliers are not to use slave labour, illegal child labour or forced labour.
- Suppliers will ensure that the overall terms of employment are voluntary.
- Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime, and benefits.
- Suppliers shall follow all local applicable laws pertaining to the number of hours worked in a seven (7) day week.
- Suppliers will periodically certify that they conform to the expectations described above and that the product / services they supply comply with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

### **Proactive Steps to Prevent Modern Slavery**

In accordance with section 54(4) of the Modern Slavery Act 2015, ILG has taken the following steps to ensure that modern slavery is not taking place:

1. ILG has strict internal processes in place to ensure that all ILG employees receive at least the minimum wage and have the right to work in the UK.
2. This procedure is linked to our Code of Conduct Policy and Whistleblowing Policy. Employees are asked to confirm their adherence to the Code of Conduct Policy. Any violations or suspected violations of the Code are encouraged to be reported promptly. We have an "open door" policy which allows employees to take their concerns to higher levels of management.

3. Suppliers must be able to demonstrate compliance with our expectations outlined above at the request and satisfaction of ILG. Where it is deemed appropriate, ILG will conduct internal verification of product supply chains to evaluate and address risks of human trafficking and slavery.
4. ILG maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking. ILG will promptly and thoroughly investigate any claim or indication that a supplier is engaging in human trafficking or slave labour. If a supplier to ILG is found in violation of this procedure, ILG will take prompt, remedial measures to address the violation.
5. ILG will provide ongoing training to relevant employees (including any who have direct responsibility for supply chain management) on the laws and ILG's procedure against human trafficking and slavery.
6. In contracting for goods and services from a third party, ILG reserves the right to include in the contract a right to (1) audit the third party's books, records and policies regarding human trafficking and modern-day slavery; (2) require the third party to make a representation and warranty that the third party is aware of the requirements of and is in compliance with the Modern Slavery Act 2015; and (3) terminate the contract, without penalty, in the event the third party violates.
7. ILG participates in relevant reporting and/or audits such as Gender Pay Reporting, Ecovadis (we hold silver) and are actively participating in Sedex Ethical Trade audits.

#### **Further Steps**

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking within our Organisation or our supply chains, we will continue to maintain transparent partnerships with our suppliers to ensure they are regularly considering the impact of the Act on their organisations. Where appropriate, we will also look at streamlining the number of suppliers within our Organisation to mitigate any risk associated with having multiple suppliers and to ensure those preferred suppliers are fully aligned with our values.

We will continue to monitor the modern slavery risk by way of policy, risk assessment, training and due diligence and will seek to measure the effectiveness of steps taken to minimise such risk on a regular basis through management audits and communications with our supply chains.

**This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 March 2025.**

**Approved by the Board on 10<sup>th</sup> April 2025**

**Signed:** *Tom Ashley*

**Tom Ashley, Managing Director**