

## Modern Slavery Act 2015 Transparency Statement

Palletways (UK) Ltd fully supports the Modern Slavery Act 2015. This statement sets out the steps that Palletways (UK) Ltd has taken during the previous financial year to ensure that slavery and human trafficking is not operating within either its own business or its supply chains.

This statement has been approved by the Board of Directors and signed by Dave Walmsley, Managing Director of Palletways (UK) Ltd.

Palletways was founded in the UK in 1994 and is the UK and Europe's leading palletised freight network. In total Palletways handles over 38,000 pallets daily across all its operations, including more than 23,000 pallets a day in the UK, 10,000 in Italy and 3,000 in Iberia. One in every four pallets handled by palletised freight networks in the UK is distributed by Palletways and during a typical operating day Palletways handles one pallet every second.

Palletways provides an express delivery solution for consignments of palletised freight, and is the leading dedicated pallet network in Europe. The Palletways network operates more depots and handles greater volumes than any other pallet network. During the past 21 years Palletways has developed a strategic network of more than 400 depots and 14 hubs and now provides collection and distribution services across 20 European countries: Austria, Belgium, Bulgaria, Czech Republic, Denmark, Estonia, France, Germany, Italy, Latvia, Lithuania, Luxembourg, Netherlands, Poland, Portugal, Republic of Ireland, Romania, Spain, Slovakia and the United Kingdom.

In the context of the Modern Slavery Act 2015, our UK business unit, Palletways (UK) Ltd is a service provider which co-ordinates the movement of palletised goods on behalf of its customers and the customers of its Member depots. As such it is not responsible for the contents of the goods being shipped. Palletways is a facilitator for these shipments, via its hub infrastructure, IT platform, network management and brand penetration.

Palletways (UK) Ltd has its Head Office in the UK and all of its trading locations and employees are based in the UK.

Palletways (UK) Ltd has established a framework of policies and procedures which collectively detail the following:

Palletways (UK) Ltd supports and respects the protection of internationally proclaimed human rights.

Palletways (UK) Ltd is committed to making certain that it is not complicit in human rights abuses.

Palletways (UK) Ltd respects the rights of workers to join, form or not to join workers organisations including trades unions.

Palletways (UK) Ltd does not use forced or compulsory labour. Employment is voluntary.

Palletways (UK) Ltd complies with local minimum age laws and does not employ child labour.

Palletways (UK) Ltd is dedicated to maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability, or any other characteristic protected by applicable law.

Palletways (UK) Ltd provides employees with a safe and healthy workplace.

Palletways (UK) Ltd is committed to promoting environmental responsibility and encourages the development and application of environmentally friendly technologies.

Palletways (UK) Ltd prohibits corruption in all its forms, including extortion and bribery.

Palletways (UK) Ltd believes that freedom of expression is a fundamental human right.

Palletways (UK) Ltd provides a Whistleblower facility for all its staff via an anonymous third party telephone facility which enables all potential breaches of this Act to be reported without fear of sanction.

Palletways (UK) Ltd requires all employees and supply chain partners to adhere to these principles and to all other Palletways (UK) Ltd policies. Palletways (UK) Ltd will confirm in writing with its suppliers that they comply fully with the Modern Slavery Act 2015.

Palletways (UK) Ltd continues to review its policies and processes in an effort to go beyond basic social and environmental regulations and to ensure the highest standards in its supply chain, as expected by our customers and the companies with which it works.

The Board of Directors of Palletways will review this statement of transparency annually and update our UK corporate website accordingly.

August 2016