

# **Modern Slavery and Human Trafficking Policy Statement.**

**Financial Year 1/4/2020- 31/3/2021**

## **Introduction**

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty to exploit them for personal or commercial gain. Every company is at risk of being involved in this crime through its own operations and its supply chain.

UniCarriers UK has a zero-tolerance approach to any form of modern slavery and is fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to prevent modern slavery and this policy statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

## **Organisational structure and supply chain**

UniCarriers UK is a materials handling supplier and operates throughout the UK offering flexible and individually customisable transport solutions for logistics and warehouses. These trucks are manufactured at our production facilities in Sweden, Spain, Japan, China and the USA. Products are sold directly to customers by an experienced team of sales experts and by dealers. Our team of Field Service Engineers maintain trucks sold or leased to our customers. UniCarriers UK is a trading style of Logisnext UK Ltd and is the UK subsidiary of Mitsubishi Logisnext Europe based in Gothenburg, Sweden.

The primary supplier representing 85% of the purchase value, is our parent company that operates factories in Sweden and Spain. We additionally source batteries and other materials handling ancillary equipment from other suppliers.

## **Policies**

UniCarriers UK is committed to ensuring that there is no modern slavery or human trafficking in its supply chain or in any part of its business. UniCarriers UK operates a number of internal policies to ensure it conducts its business in an ethical and transparent manner including:

Whistleblowing policy, which ensures all employees can raise any concerns about practices within the business or its supply chain without fear of reprisal.

Ethical code of conduct sets out the way UniCarriers UK expects its employees to act.

Bribery Act, this policy outlines the company's position on preventing and prohibiting bribery.

UniCarriers UK's modern slavery policy applies to all employees, agency workers, seconded workers, interns, agents, contractors, external consultants, third party representatives and all other business partners and reflects its commitment to acting ethically and with integrity in all its business relationships and to implementing effective diligence to ensure slavery and human trafficking is not taking place anywhere in its supply chain.

## Suppliers

UniCarriers UK is committed to operating its business with the highest standards of ethics and integrity and expects the same high standards from all its contractors, suppliers and other business partners.

UniCarriers UK maintains an approved supplier list and evaluates all potential and existing suppliers for risk associated with modern slavery and human trafficking. UniCarriers review all suppliers to comply with its Modern slavery Act and supplier code of conduct. As part of its contracting processes UniCarriers UK includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and requires its suppliers to have a suitable anti-slavery and human trafficking policies and processes within their businesses.

Any recruitment agencies used by UniCarriers UK are also required to comply with its Modern slavery policy and supplier code of conduct and to have implemented policies and procedures to ensure that no agency worker or otherwise is subject to any form of slavery or human trafficking.

## Due Diligence

UniCarriers UK does not consider that it operates in a high-risk sector. Nevertheless, UniCarriers UK will continually monitor review and audit its supply chain in accordance with its policies. If UniCarriers UK becomes aware of a case of slavery occurring within its supply chain, UniCarriers UK will work with the supplier to implement remedial action. In any such instance, consideration will be given to the approach that produces the safest outcome for any potential victims of modern slavery.

## Employees

UniCarriers UK operates a robust recruitment policy including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

## Training

To ensure an understanding of the risks of modern slavery and human trafficking in its supply chain and business, UniCarriers UK provides training to its managers and employees involved in purchasing goods and services for the company and other relevant members of staff so that they are aware of the issues surrounding modern slavery and what to do if they suspect that it is taking place.

This statement is approved by the board of Logisnext UK Ltd in relation to the financial year of 31 March 2021.



Signature

Date

1/4/2020