



Anti-slavery and human trafficking statement for GBA Logistics Ltd – 2024/2025

About GBA Logistics Ltd

GBA Logistics manages the supply chain of hundreds of customers all over Europe, establishing connections, maintaining flexibility and flow. We understand their needs, and their concerns. We work with them to underpin their business efficiency and profitability. No unnecessary journeys, every trip is considered, calculated and accounted for.

For more than 37 years GBA has been focused on the safe and timely transportation of goods. Through commitment and innovation our service has evolved to offer logistics on land, sea and air. We understand how dependable deliveries empower business confidence and that trust needs to be earned.

Our focus on professional and reliable solutions remains the same today as it always has. We take care of our customers, we take care of their goods, and through our passion for sustainable practices we take care of the environment.

Introduction

GBA Logistics Ltd, along with its subsidiaries are committed to preventing modern slavery and human trafficking in its operations and supply chains. As a UK head-quartered company with global operations, we recognise our responsibility to uphold ethical business practices, protect human rights, and ensure that modern slavery, including forced labour and human trafficking, does not exist in any part of our business or supply chain.

This statement outlines the steps we are taking to comply with the requirements of the UK Modern Slavery Act 2015 and to ensure that modern slavery is not occurring in our operations or supply chains.

Our Policies in Relation to Anti-slavery and human trafficking

At GBA Logistics Ltd, we have a zero-tolerance approach to modern slavery and human trafficking. Our policies include:

- **Anti-slavery and human trafficking Policy:** This policy outlines our commitment to preventing modern slavery in our business and supply chains, setting out clear expectations for our employees and suppliers to adhere to anti-slavery and human trafficking standards.
- **Code of Conduct:** We require all suppliers and sub-contractors to meet our ethical standards, including strict prohibition of forced labour and human trafficking. This code ensures that our suppliers uphold the same ethical practices that we do.

These policies are regularly reviewed to ensure that they align with the latest legal and industry standards and are effective in addressing modern slavery risks.

Due Diligence Processes

We take proactive steps to ensure that modern slavery and human trafficking are not present within our operations or supply chains. Our due diligence processes include:

- **Supplier Audits:** We regularly audit key suppliers to assess their compliance with our anti-slavery and human trafficking policies and other ethical standards.
- **Supplier SOP's:** Our standard operating procedures with sub-contractors include clauses that require compliance with all applicable laws, including those relating to Anti-slavery and human trafficking.
- **Background Checks:** Before entering into business relationships, we perform background checks on potential suppliers and partners to assess their ethical standards, including their labour practices via our customer onboarding sign off process.
- **Ongoing Monitoring:** We maintain ongoing monitoring of our suppliers to ensure continued compliance with our ethical standards. We address any issues that arise promptly and work with suppliers to correct any violations of our policies.

Risk Assessment and Management

- GBA Logistics' customer onboarding and Standard Operating Procedure completion processes have established formal mechanisms for compliance with our Safety, Environmental, and Human Rights policies by our suppliers. The policy, in tandem with our colleague training and sub-contractor audits, will allow us to monitor suppliers' performance on a regular basis. Where a supplier does not currently adequately meet the standards set out in this policy, we will ask the supplier to put in place reasonable improvement plans.

Key Performance Indicators (KPIs)

We have established the following KPIs to measure the effectiveness of our efforts to combat anti-slavery and human trafficking:

- **Number of Supplier Audits:** We track the number of supplier audits conducted each year and aim to audit a significant proportion of our key suppliers.
- **Training Completion Rates:** We measure the percentage of employees and suppliers who have completed training on modern slavery and human trafficking.
- **Compliance Rate:** We monitor the percentage of suppliers that are fully compliant with our anti-slavery and human trafficking policies and Code of Conduct.
- **Incident Reporting:** We track the number of reports related to anti-slavery and human trafficking and ensure that all such incidents are thoroughly investigated and addressed.

These KPIs help us ensure that we are making progress in addressing modern slavery risks and improving the effectiveness of our policies and procedures.

Training on Anti-slavery and human trafficking

We provide ongoing training to ensure that all employees are aware of the risks associated with anti-slavery and human trafficking and know how to spot and report any concerns. Our training includes:

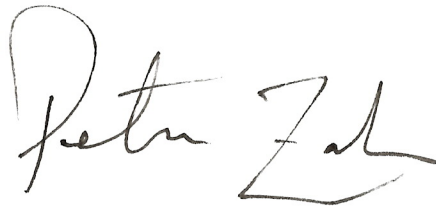
- Employee Training: All employees are trained to identify the signs of anti-slavery and human trafficking and to report any concerns.

Conclusion

GBA Logistics Ltd is fully committed to preventing slavery and human trafficking within our operations and supply chains. By implementing robust due diligence processes, policies, risk management strategies, and training programs, we are taking proactive steps to address modern slavery risks. We continue to work closely with our sub-contractors and partners to ensure that modern slavery does not occur in any part of our business or supply chain.

This statement is made pursuant to the UK Modern Slavery Act 2015 and reflects the actions taken by GBA Logistics Ltd and its subsidiaries to prevent modern slavery and human trafficking. We will review and update this statement annually.

Signed

A handwritten signature in black ink that reads 'Peter Zak'. The signature is written in a cursive style with a large initial 'P'.

Date: 19.12.2024

**Peter Zak
Group Managing Director
GBA Logistics Ltd**