

## **Ligentia Modern Slavery Statement**

**We issue this Modern Slavery Statement under the UK Modern Slavery Act for the period 1 January 2023 to 31 December 2023 (“Reporting Period”).**

**Ligentia Group Holdings Limited (a company registered in England with number 10650773) on its own behalf and on behalf of its worldwide group companies (in this statement collectively identified as "we", "our" or "Ligentia"), is committed to identifying and addressing modern slavery and human trafficking in all forms in their business practices.**

### **1. Understanding Modern Slavery**

Ligentia understands that 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 by another, in order to exploit them for personal or commercial gain.

Modern slavery remains a hidden yet dangerous problem on our global society. We all have a responsibility to be vigilant in recognising and responding to the risks, however small, in our business and in the wider supply chain.

Ligentia has a zero-tolerance approach to modern slavery, and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

### **2. Our structure, operations and supply chain**

We are a solution-focused global logistics supply chain provider, founded on the principles of professionalism, partnerships and strong systems. We are an asset-light and independent provider of cost-effective, lean and agile solutions, covering our core markets of the UK and Europe, Asia, Australia and North America.

Established in 1996, Ligentia is a privately owned group, with headquarters in the UK. We have operations in Europe, Australia, Asia and the USA, with 50 locations and more than 1,200 employees across the globe.

Our capabilities include sea and air freight forwarding, warehousing and fulfilment, trucking, and supply chain management information systems. We work with various shipping and transportation companies and other partners to provide supply chain services to our customers. We arrange the transportation of freight via road, rail, air and sea and the provision of warehousing solutions globally. Our main supplier contracts are with shipping line carriers, airline carriers, domestic transport carriers and warehouse providers.

### 3. Risk of modern slavery practices in our operations and supply chains

We are very aware of the potential risks of modern slavery, especially in some of the geographies where we operate. No matter how small these risks may be, we are taking active steps to identify and where applicable mitigate them as quickly as possible.

### 4. Policies and Procedures

The policies we have in place and our anti-slavery statement reflect our commitment to:

- paying people fairly and properly for their work;
- acting ethically and with integrity in all our business relationships; and
- enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

Our main policies and procedures include:

- Fair Pay

Ligentia is committed to ensuring that all directly employed and contracted staff receive fair remuneration for the job they perform.

- Recruitment

Most of Ligentia's workforce is employed directly on a permanent or fixed term basis. Our recruitment takes place through a combination of direct advertising on our website and in industry publications/digital media; using reputable agencies and relying on referrals from employees within our organisation.

We only use specified, reputable employment agencies and have a set of standard terms and conditions of business with each agency. We verify the practices of any new recruitment agency as part of our terms of business with them and before accepting workers from that agency.

All employees who join us are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety.

- Suppliers and partners

Ligentia's suppliers and partners are an important part of our success and our culture. We expect them all to conduct their business with the same commitment to ethical business practices as Ligentia.

We operate a supplier and partner verification process, where we undertake a number of due diligence checks. For suppliers and partners where there is deemed to be an additional risk of slavery or human trafficking, supplementary checks are completed.

## **5. Assessing the effectiveness of the actions we take to address the risks of modern slavery**

We have reviewed our supply chain protocols and continue to take the measures described above to reduce Ligentia's exposure to modern slavery and human trafficking issues.

We did not identify or were notified of any modern slavery practices in our operations or within our supply chains in the Reporting Period.

We will continue to review our policies and processes to ensure the highest level of effectiveness of the actions we take to address the risks of modern slavery in respect to our operations and within our supply chains.

## **6. Next Steps**

During 2024 we plan to:

- Introduce a Supplier Code of Conduct, to be publicly available on our website, setting out in detail our requirements in respect to suppliers' business practices. The Supplier Code of Conduct will require that suppliers, in respect to their own businesses and their supply chain, ensure compliance with all applicable anti-slavery and human trafficking legislation, undertake appropriate due diligence and training to identify the risks of modern slavery and take appropriate steps to eradicate modern slavery;
- Continue to remind to all current critical suppliers their required compliance with Ligentia's zero tolerance approach to human rights abuses and, where appropriate, requesting details of their due diligence procedures both for internal compliance and within their own supply chains;
- Update our training to employees on modern slavery, to include the introduction of mandatory e-learning training;
- Maintain awareness of modern slavery with our employees through internal communication channels; and
- Continue to safeguard whistle-blowers via our 'Whistle-blowing Policy'.

### **Board Declaration**

This statement has been approved by Ligentia Group Holding Limited's board and signed on its behalf by:

**Rakesh Patel**

**Director**