

## **1<sup>st</sup> Class Logistics UK Ltd**

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## **Model Slavery Statement**

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that 1<sup>st</sup> Class Logistics UK Ltd has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

### **Our business**

1<sup>st</sup> Class Logistics UK Ltd is an independent private company with offices in the UK only.

### **Our policies**

We operate a number of internal policies to ensure due diligence in relation to slavery and trafficking to ensure that we are conducting business in an ethical and transparent manner. These include:

1. Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this and where they can go for help.
2. Recruitment policy. We operate 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.
3. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
4. Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

## Supply Chains

1<sup>st</sup> Class Logistics UK Ltd operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier. This due diligence includes online searches and on site audits (if applicable) which include a review of working conditions as well as the following;

1. Confirmation that they have taken steps to eradicate modern slavery within their business
2. They hold their own suppliers to account over modern slavery
3. (For UK based suppliers) They pay their employees at least the national minimum wage / national living wage (as appropriate)
4. Mapping the supply chain to assess particular product or geographical risks of modern slavery and human trafficking

## Training

We periodically conduct training with our employees so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

## Our performance indicators

The organisation has reviewed its key performance indicators (KPIs) in light of the introduction of the Modern Slavery Act 2015. As a result, the organisation has carried out the following:

required all staff to have completed training on modern slavery by 1<sup>st</sup> April 2019.

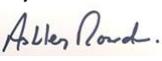
a system for supply chain verification has been in place since 1<sup>st</sup> January 2017, whereby the organisation evaluates potential suppliers before they enter the supply chain

a review of its existing supply chains was completed on November 2018, whereby the organisation evaluates all existing suppliers.

## Approval for this statement

This statement was approved by the Board of Directors on 1<sup>st</sup> March 2019.

Name: Ashley Rowden

Signature: 

Date: 1<sup>st</sup> March 2019

*This Briefing Paper aims to provide accurate, authoritative information and comment on the subject it covers. The information contained within it is correct at the time of publication. 1<sup>st</sup> Class Logistics UK Ltd cannot accept liability for any civil or legal action taken by or against any user of this paper. 26.09.2016.*

**1<sup>st</sup> Class Logistics UK Ltd is a company registered in England 08924309 VAT reg: GB184 6399 61  
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