



ABBAY LOGISTICS GROUP LIMITED: MODERN SLAVERY ACT STATEMENT

Abbey Logistics Group and our holding group (Axle Topco Limited), are committed to ensuring there are no acts of modern slavery and human trafficking from within our own business and within our supply chains.

The company acknowledges its responsibility to the Modern Slavery Act 2015 and will endeavour to ensure transparency within the organisation and with suppliers of goods and services to the organisation.

This statement sets out the actions Abbey Logistics will take to understand potential risk of modern slavery in their business or supply chains.

Our Anti-Slavery Policy reflects our commitment to act ethically and with integrity in all our business relationships. Our aim is to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

STRUCTURE AND SUPPLY CHAINS

Abbey Logistics Group is a logistics service provider and one of the UK's most recognised and respected transport brands operating a UK-wide distribution network of 5 main and 23 operational depots. We employ over 600 employees, 450 of which are LGV Drivers. We also employ agency staff through temporary labour agencies. AXLE Topco is the Holding Group.

Abbey provides road transport services to bulk liquid and powder customers throughout the UK and Northern Europe. We are the largest bulk food grade transport company for liquids and powders and have a growing reputation in the construction, animal feed and non-hazardous chemicals sectors. We also operate a warehouse division.

OUR POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

We have zero tolerance to slavery and human trafficking. We ensure our Policy on 'Modern Slavery' is communicated to colleagues and displayed in prominent areas across our organisation. To ensure customers and contractors in our supply chain comply with our Modern Slavery and Human Trafficking Policy, we have in place a supply chain compliance programme. We will also ensure future contracts include a clause about our zero tolerance to slavery and human trafficking.

Our recruitment procedures include checks on eligibility to work in the UK. This provides further safeguarding against human trafficking or modern slavery.

Our whistleblowing policy allows colleagues to raise concerns without fear of reprisals.

Our induction process which all colleagues who join our business attend, raises awareness of our commitment to ensure there are no acts of modern slavery and human trafficking within our own business or supply chains.

We are a company that expects everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery:

The prevention, detection and reporting of modern slavery in any part of our organisation or supply chain. Workers must not engage in, facilitate or fail to report any activity that might lead to, or suggest, a breach of this policy.

We are committed to engaging with our stakeholders and suppliers to address the risk of modern slavery in our operations and supply chain.

We take a risk-based approach to our contracting processes and keep them under review.

We assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties.

Using our risk based approach, we will also assess the merits of writing to suppliers requiring them to comply with our 'Code of Conduct' to combat modern slavery and trafficking.

RISK ASSESSMENT

Abbey Logistics will evaluate the potential exposure to the risk of modern slavery and human trafficking in the supply chain. Abbey Logistics is not considered to be operating in high risk sectors or locations but will ensure compliance with all legislation.

DUE DILIGENCE

Our Commercial Department, supported by the HR Department, are responsible for investigations in relation to known or suspected instances of slavery and human trafficking. Any matter that gives cause for concern would be thoroughly investigated.

SUPPLIER ADHERENCE

Abbey Logistics is committed to ensuring that its suppliers adhere to the highest standards of ethics and as such will communicate with all its suppliers to set out the standards expected of them. All suppliers will be advised that any breach of the Act, could result in the immediate termination of the contract.

Abbey Logistics works closely with its employment agencies to source labour, and always verifies the practices of any new agency it is using before accepting workers from that agency. Agency audits will be conducted annually.

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Abbey Logistics will provide training to relevant members of staff, including the processes to be followed should there be any suspicion of any of our suppliers being involved with any issues that are covered by the Act. The Human Resources department is responsible for training relating to this Policy.

We have rolled out our online training portal to underpin training more effectively. Training will include Modern Slavery Awareness, Anti-Bribery and Corruption.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern slavery and human trafficking statement for the current financial year.

Steve Granite

Chief Executive Officer
Abbey Logistics Group Ltd.