

## **Advanced Modern Slavery Act Statement**

### **SLAVERY AND HUMAN TRAFFICKING TRANSPARENCY STATEMENT FOR THE PERIOD 1 DECEMBER 2018 TO 30 NOVEMBER 2019 (FY 2019)**

This statement is made by The Advanced Supply Chain Group and is pursuant to Section 54 (Part 6) of the Modern Slavery Act 2015 and sets out the actions that the Company has taken to ensure that slavery and human trafficking is not operating within either its own business or the businesses of its supply chain.

The Company acknowledges responsibility to the Modern Slavery Act 2015.

#### **Organisation Structure**

Advanced is an owner managed business, headquartered in West Yorkshire, that operates from several UK locations. We supply our customers with end-to-end supply chain solutions including freight forwarding, contract logistics, value added services and UK distribution. We are a proven supply chain partner for internationally recognised companies that are market leaders in their sectors.

#### **Our Business**

Freight Forwarding, Contract logistics, Transport & Garment processing. Advanced Supply Chain has business operations in the UK, Czech Republic, Dubai and Hong Kong.

#### **Our Supply Chains**

As part of the company's due diligence processes into slavery and human trafficking, the supplier approval process will incorporate a check of the controls undertaken by the supplier. Imported products from sources from outside of the UK and EU are potentially more at risk for slavery / human trafficking issues. The level of management control required for these potential sources will be continually monitored.

The company will not support or deal with any business knowingly involved in slavery or human trafficking. In all its dealings with suppliers Advanced strives to ensure that the highest ethical standards are reached at all times.

#### **Our Policies on Slavery & Human Trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Modern Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships. We are committed to implementing effective systems and controls to ensure slavery and human trafficking is not taking place in our supply chains. Advanced operates the following policies that describe its approach to prevent slavery and human trafficking in its operations:

- Whistleblowing Policy
- Recruitment Policy & Procedure
- Equal Opportunities Policy
- Ethical Commercial Practice Policy
- Dignity at work Policy

#### **Due Diligence Processes for Slavery & Human Trafficking**

As part of our due diligence with our suppliers to identify and mitigate our risk we will:

- Where possible build long standing relationships with our supplier and will make clear our expectations of business behaviour.
- We expect our suppliers to have suitable anti-slavery and human trafficking policies and processes in place.
- We have systems in place to encourage the reporting of concerns & the protection of whistle blowers.



### Risk Assessment

- Undertake a within-year review of this Policy to establish the appropriateness of our approach by:
  - a) Assessing best practice and case law
  - b) Benchmarking our approach
  - c) Engaging with our elected Partnership Council representatives

### Measuring Effectiveness

- All employees will have completed a “tool box” briefing event and will confirm the understanding of all obligations.
- The Policy will be reissued to all employees via Noticeboards and shared with our Partnership Council elected representatives who will confirm receipt and understanding of the policy.
- Promotion via a new leaflet campaign inviting feedback across the business at quarterly intervals during the course of the financial year.
- Monitoring of future need

We have not in the past year identified any instances of breaches of our policies and/or standards either within our organisation or within our supply chain.

### Supplier Adherence to Our Values

We have zero tolerance to slavery and human trafficking. We expect all those in our supply chain and contractors to comply with our values.

### Whistleblowing

If any employee suspects that there are any issues with slavery and human tracking within the organisation or with the suppliers of goods and services to the organisation, they are able to report their concerns through the company’s confidential whistleblowing service. Any issue raised will then be appropriately investigated and action taken accordingly.

### Steps taken by Advanced Supply Chain since its last Statement

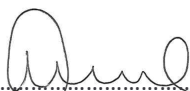
- The new Executive Team have been briefed and unanimous endorsement of Management responsibility has been received.
- All recruitment agencies have been contacted individually and are required to complete a Recruitment Supplier Compliance document
- Poster campaigns across all areas of the business have been issued to ensure the highest awareness and to provide for confidential reporting of any issue.
- In addition to Induction training there is in place the development of a new “tool box” training intervention which will be rolled out across Management/Supervisors/Team Leaders and shared with the Company Partnership Council elected representatives during Q2 2019.

### Training

To ensure a high level of understanding of the risks of modern slavery & human trafficking in our supply chains & our business, we provide training to all relevant members of staff. All directors have been briefed.

The company will not support or deal with any business knowingly involved in slavery or human trafficking.

**This statement has been approved by the board that will review and update it annually.**

Signed:  Date: 23 March 2019  
**Claire Webb, MD**