

Redhead Freight Limited

Modern Slavery and Human Trafficking Statement for financial period ending 30th June 2021

1. Purpose of this Statement

The Modern Slavery Act 2015 (“the Act”) came into effect on 29th October 2015. This statement is made by Redhead Freight Limited pursuant to section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps we are taking to ensure that slavery and human trafficking is not taking place in our supply chain or elsewhere in our organisation.

2. Our organizational structure

As an international freight forwarder, land transporter and logistics provider, Redhead Freight Ltd operates as part of the global Schenker network, with its coverage of branches providing services to customers throughout the UK and Europe.

Our business is distribution by road and the provision of logistics services. Our UK head office is based in Bradford, West Yorkshire and this statement applies to all UK operations and European supply chains.

3. Our policies and commitments

Modern slavery takes many forms including servitude, forced and compulsory labour, human trafficking and deprivation of liberty for personal or commercial gain.

Redhead Freight Limited has a zero-tolerance policy approach to all forms of slavery and human trafficking. These are criminal activities and violate basic human rights. In accordance with our values and our overarching commitment to acting ethically and with integrity in all our relationships, the prevention, detection and reporting of modern slavery and human trafficking is the responsibility of all those working for Redhead and any associated organisations.

We support an open and transparent culture that encourages employees and others to raise concerns about anything that is unlawful or amounts to improper conduct. We seek to ensure matters can be raised in confidence without fear of reprisals through Schenker’s Business Keeper Monitoring System (BKMS).

We embrace a diverse and safe workplace environment in which equal opportunity and fairness are paramount. One important aspect of this is supporting and complying with the provisions of the Act and our organisational policies incorporate relevant compliance obligations. These obligations are reflected in our group wide policies, such as the “DB Schenker Social Minimum Standards”, “DB Code of Conduct” and “DB Code of Conduct for Business Partners” which are available in the ‘Compliance’ section of our group website, and we provide training to all employees on the Code of Conduct and monitor its implementation.

4. Our supply chain

Redhead’s supply chains comprise the provision of goods and services for the delivery and operation of logistics services.

We procure our goods and services from a rigorously selected group of predominantly UK domestic suppliers. We do not simply buy goods or services solely based on cost. We recognise that some of our supply sectors are potentially higher risk and some services may involve relatively high levels of contracted labour (for example textiles relating to the clothing and uniform of certain staff).

Our major spend of supplier services are road transportation services and we expect and take all reasonable and practical steps to require all suppliers in our supply chain to adhere to our values and policies.

As part of our ongoing reinforcement of the Modern Slavery Act and all it encompasses, a clause is included within our standard terms of agreement used in our supplier approval process.

This clause requires our suppliers to comply with all applicable anti-slavery and human trafficking laws, including the Modern Slavery Act 2015 and to maintain policies and procedures to ensure continuing compliance, not to engage in any activity, practice or conduct that would constitute an offence under the 2015 Act if such activity, practice or conduct were carried out in the UK. All UK suppliers must sign up to abide by the "DB Code of Conduct for Business Partners" and no significant modern slavery risks have been identified.

If we find that a supplier is non-compliant with our policies or contractual requirements relating to anti-slavery or provides inadequate information, we will, depending on the circumstances, either terminate the arrangement without delay, or work with the relevant supplier to improve their performance.

5. Embedding the Principles of the Act

Although the effects of the Coronavirus Pandemic have affected our standard activities in various respects over the last year, in terms of ongoing compliance, Redhead again now plans to:

- Continue to develop awareness of the Act amongst its people and ensure awareness of reporting mechanisms if an instance of modern slavery or human trafficking is suspected
- Continue to review and, where appropriate, strengthen our procurement processes and policy, considering a range of risks, including slavery and human trafficking.

6. Endorsement of this Statement

The Board of Redhead Freight Limited recognizes the importance of the matters considered in this Statement and the Act. We will continue to take all measures necessary to ensure that slavery and human trafficking have no place in Redhead Freight Limited's business operations. The Board welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of Redhead Freight Limited.



Declan Byrne
Director, Redhead Freight Limited
Effective: June 2021