



MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT
MARCH 2023

Introduction

This statement sets out Davies Turner's actions to understand the potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business.

Everyone who works for Davies Turner has a responsibility to be alert to the risks, however small, in our business and the partners with whom we work. All employees are expected to report concerns and management should act upon them.

As part of the Freight Forwarding, Distribution and Logistics industry, Davies Turner recognises it has a responsibility to take a robust approach to slavery and human trafficking.

Organisational Structure and Supply Chains

This statement covers the activities of Davies Turner:

Business Activities: Davies Turner is the United Kingdom's leading independent freight forwarding organisation, offering complete logistics, storage and supply chain management solutions. We have 18 branches throughout the United Kingdom and work with numerous partners in over 150 countries.

Supply Chain: Davies Turner's proven philosophy is to co-operate with carefully selected independent partners which is based on strategic long-term alliances with like-minded companies. Our activities involve the facilitation of the movement of goods for our customers who in turn may work directly with their manufacturers.

Responsibility

Responsibility for anti-slavery initiatives is as follows:

- We have a zero tolerance to slavery and human trafficking; we expect all those in our supply chain and contractors to comply with all applicable laws, wherever in the world we operate
- All Directors and Senior Managers are responsible for compliance in their respective departments and for their customer and supplier relationships

Relevant Policies and Processes

Davies Turner operates the following policies and processes that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations:

Agency workers: Davies Turner uses only specified, reputable employment agencies to source labour and verifies the practices of any new agency it is using before accepting workers from that agency.

Payments to employees: Davies Turner uses a fully auditable HR & Payroll system.

Remedial actions: Davies Turner will investigate any reports of Modern Slavery and will take such appropriate remedial actions in response as are necessary.

Davies Turner

Due Diligence

Davies Turner undertakes due diligence when considering taking on new suppliers. Within the due diligence process:

- Davies Turner builds long standing relationships with its local and overseas partners and familiarises itself with what controls they have in place, making clear expectations of business behaviour and reserving the right to invoke sanctions against suppliers that fail to improve their performance in line with any action plan that may be agreed
- Davies Turner will communicate its commitment to the Modern Slavery Act in any contract renewals, tender processes and working manuals

Our Employees

As an employer Davies Turner is:

- Committed to providing a fair salary and good conditions of employment
- Committed to providing a healthy, safe and secure work place
- Opposed to discrimination at work
- Opposed to all forms of slavery and human trafficking
- Respectful of the right of employees to join a trade union

Awareness Raising Programme

Davies Turner raises awareness of modern slavery issues by distributing flyers to staff, putting up posters across its premises, circulating emails and by including an article on its intranet (SWIFT).

The awareness campaign explains to staff:


- The basic principles of the Modern Slavery Act 2015
- What employees can do to flag up potential slavery or human trafficking issues to the relevant parties
- What external help is available, for example through the Modern Slavery Helpline

Board Director Approval

This Statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes the Modern Slavery and Human Trafficking Statement for all Davies Turner Group companies. It has been approved by the Board Directors of all Davies Turner Group Companies who will review and update it annually.


Philip Stephenson
Chairman
Davies Turner plc


Emily Stephenson
Managing Director
Davies Turner & Co. Limited
Davies Turner Logistics Limited


James Wheatley
Managing Director
Davies Turner Air Cargo Limited

Date: 21 MARCH 2023