



Modern slavery statement

Organisation

This statement applies to Harbour International Freight (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2023.

Organisational structure

Our business structure of own locations comprises of facilities within the UK and Republic of Ireland, our UK Head office in Manchester is supported by Group Head office in Dublin. Regional locations report to either local Head office in either country.

Our UK business hierarchy comprises of UK Board reporting to the Managing Director who would report to the Group Board of Directors in Ireland.

Activities that the organisation carries out Warehousing, Sameday Courier, UK-Ireland Import & Export, along with UK & Ireland – EU Import & Export services. We operate UK Domestic services in partnership with our shareholding membership of Pall-Ex

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom, Republic of Ireland and the European Union,

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.



The Organisation does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in United Kingdom, Republic of Ireland and the European Union and in many cases exceeds those minimums in relation to its employees.

Supply chains

As a transport and logistics company predominately operating within its our network in the UK and Republic of Ireland, we have no external supply chain that would apply in the same sense as a manufacturer.

Potential exposure

The Organisation considers its main exposure to the risk of slavery and human trafficking to exist with 3rd party agency staff but do believe this to be unlikely due To the provision additional checks including physically passport or any non-UK resident and there is able to freely travel.

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless], it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Policies

The Organisation has the following policies which further define its stance on modern slavery which include a corporate social responsibility policy; supplier code of conduct; recruitment policy. We operate a robust recruitment policy which includes 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.



Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement has been approved by the Board of Directors and applies for the period 1 January 2023 to December 2023

Date of approval: 9th January 2023

Signed:

A handwritten signature in black ink, appearing to read "S. Swinburn".

Print name:

Steve Swinburn

Job Title:

Managing Director

Date:

10th January 2023