

## Ligentia Modern Slavery Statement

We issue this Modern Slavery Statement under the UK Modern Slavery Act 2015 ("UK MSA") and the Australian Modern Slavery Act 2018 (Cth) ("Australian MSA") for the period 1 January 2022 to 31 December 2022 ("Reporting Period").

Ligentia Group Holdings Limited (a company registered in England with number 10650773) on its own behalf and on behalf of its worldwide group companies (in this statement collectively identified as "we", "our" or "Ligentia"), is committed to identifying and addressing modern slavery and human trafficking in all forms in their business practices.

For the purposes of the Australian MSA and the UK MSA the relevant operating entities owned or controlled by Ligentia Group Holdings Limited for the Reporting Period are:

- Australian MSA reporting entity: Ligentia Australia Pty Limited<sup>1</sup>
- UK MSA reporting entity: Ligentia UK Limited<sup>2</sup>

### Understanding Modern Slavery

Ligentia understands that modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another, in order to exploit them for personal or commercial gain.

Modern slavery remains a hidden yet dangerous problem on our global society. We all have a responsibility to be vigilant in recognising and responding to the risks, however small, in our business and in the wider supply chain.

Ligentia has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

### Our structure, operations and supply chain

We are a solution-focused global logistics supply chain provider, founded on the principles of professionalism, partnerships and strong systems. We are an asset-light and independent provider of cost-effective, lean and agile solutions, covering our core markets of the UK and Europe, Asia and Australia.

Established in 1996, Ligentia is a privately owned group, with headquarters in the UK. We have operations in Australia, the USA, Europe and Asia, with 48 locations and more than 1300 employees across the globe.

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<sup>1</sup> Ligentia Australia Pty Limited (ACN: 158 643 648). Registered Address: 55 Kenyon St, Eagle Farm, QLD 4009

<sup>2</sup> Ligentia UK Limited (Co. No. 03216358). Registered Address: Ligentia House, 6 Butler Way, Stanningley, Leeds LS28 6EA UK

Our capabilities include sea and air freight forwarding, warehousing and fulfilment, trucking, and supply chain management information systems. We work with various shipping and transportation companies and other partners to provide supply chain services to our customers. We arrange the transportation of freight via road, rail, air and sea and the provision of warehousing solutions globally. Our main contracts are with shipping line carriers, airline carriers, domestic transport carriers and warehouse providers.

### **Risk of modern slavery practices in our operations and supply chains**

We are very aware of the potential risks of modern slavery, especially in some of the geographies where we operate. No matter how small these risks may be, we are taking active steps to identify and where applicable mitigate them as quickly as possible.

### **Policies and Procedures**

The policies we have in place and our anti-slavery statement reflect our commitment to:

- paying people fairly and properly for their work;
- acting ethically and with integrity in all our business relationships; and
- enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business or supply chains.

Our main policies include:

- Fair Pay

Ligentia is committed to ensuring that all directly employed and contracted staff receive fair remuneration for the job they perform.

- Employee Awareness and Compliance

Our staff handbook sets out all our employment policies and procedures. It includes our expected standard of conduct, which incorporates our anti-slavery policy and measures.

Being aware of the contents of our employee handbook is one of our mandatory policies, which we expect all employees to observe; each employee signs a declaration when they join confirming their familiarity with our mandatory policies.

- Recruitment

Most of Ligentia's workforce is employed directly on a permanent or fixed term basis. Our recruitment takes place through a combination of direct advertising on our website and in industry publications/digital media; using reputable agencies and relying on referrals from employees within our organisation.

We only use specified, reputable employment agencies and have a set of standard terms and conditions of business with each agency. We verify the practices of any new recruitment agency as part of our terms of business with them and before accepting workers from that agency.

All employees who join us are subject to checks to ensure they are genuine applicants operating as free agents with the required level of propriety. These include verification of identity, references, evidence of qualifications, criminal and financial checks. For the few roles in our business which are filled by contractors or agency workers, we ensure that similar checks to those for employees are carried out.

- Suppliers and partners

We operate a supplier and partner verification process, where we undertake a number of due diligence checks. For suppliers and partners where there is deemed to be an additional risk of slavery or human trafficking, supplementary checks are completed.

Ligentia's suppliers and partners are an important part of our success and our culture. We expect them all to conduct their business with the same commitment to ethical business practices as Ligentia.

Ligentia and its suppliers and partners will:

- not use forced or compulsory labour, i.e. any work or service that a worker performs involuntarily or under threat of penalty;
- ensure that the overall terms of employment are voluntary; not hold passports of migrant workers;
- not pay fees to agents other than reputable temp worker agencies where there is an opportunity for workers to engage in temporary to permanent employment;
- comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements;
- compensate its workers with wages and benefits that meet or exceed the legally required minimum and will comply with overtime pay agreements;
- abide by applicable law concerning the maximum hours of labour – such as the provisions of Working time Directive(s) or other applicable laws; and
- keep records of, and be entirely transparent in, complying with the above.

#### **Assessing the effectiveness of the actions we take to address the risks of modern slavery**

We have reviewed our supply chain protocols and continue to take the measures described above to reduce Ligentia's exposure to modern slavery and human trafficking issues. We disseminate our policies through our supply chain and regularly review our supply chain and its compliance with these policies.

We did not identify or were notified of any modern slavery practices in our operations or within our supply chains in the Reporting Period.

We will continue to review our policies and processes to ensure the highest level of effectiveness in respect to our operations and within our supply chains.

### **Next Steps**

We have reviewed our supply chain protocols and continue to take the measures described above to reduce Ligentia's exposure to modern slavery and human trafficking issues. We disseminate our policies through our supply chain and regularly review our supply chain and its compliance with these policies.

- reiterating to all current critical suppliers their required compliance with Ligentia's zero tolerance approach to human rights abuses and, where appropriate, requesting details of their due diligence procedures both for internal compliance and within their own supply chains;
- including a specific requirement in our procurement vetting process for prospective suppliers to disclose their position on human slavery and trafficking and provide policies/statements as appropriate;
- renewing contracts with Tier 1 overseas agents incorporating Ligentia's Modern Slavery policy;
- ensuring Tier 1 partners have contracts including a modern slavery clause or have a policy of their own displayed on their website.
- identifying and rolling out the Ligentia Modern Slavery policy to Tier 2 suppliers in the UK and overseas;
- implementing the Ligentia Anti-Slavery Policy and providing training for all our managers, both new and existing;
- continuing to safeguard whistle-blowers via our 'Whistle-blowing Policy'; and
- ensuring that Modern Slavery collateral is displayed in all Ligentia offices and on our intranet site.

### **Our consultation process**

We communicated our commitments and actions in combating modern slavery to the Ligentia Group. We have also consulted with members of our executive teams and key functions supporting the reporting entities. We have ensured that our officers and employees are aware of what actions need to be taken to identify, assess and address modern slavery risks in our operations and supply chains.

This statement was approved by Ligentia Australia Pty Limited and Ligentia UK Limited on 30th June 2023.

### **Board Declaration**

This statement has been approved by the Ligentia Group Holding Limited's board, who will review and update it annually, and has been personally executed by Rakesh Patel, Chief Financial Officer and statutory director of Ligentia Group Holdings Limited.

**Rakesh Patel**

**Chief Financial Officer**

**June 2023**