

## Nippon Express (UK) Limited

### Anti Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Nippon Express 99UK) Ltd for the financial year ending 31<sup>st</sup> December 2020.

As part of our commitment to ethics within our business we acknowledge the requirements of the Modern Day Slavery Act 2015, taking all reasonable measures to ensure that slavery, human trafficking and exploitation of any kind does not take place in any part of our business.

Nippon Express (UK) Limited provides freight forwarding and logistics services on a worldwide basis. The company is part of the Nippon Express group of companies which includes two hundred and ninety-nine subsidiaries operating in Europe , The Americas, East Asia, South Asia and Oceania. Its ultimate holding company is Nippon Express Company Ltd (incorporated in Japan) which publishes an annual Corporate Social Responsibility Report for the group. As part of the Group Corporate Social Responsibility policy every employee worldwide is issued with a staff compliance handbook setting out the Company code of conduct including ethics and respect for human rights.

In ensuring slavery and human trafficking is not taking place in our business or supply chain we have taken a risk based approach. We seek to focus our relevant policies , standards and practices on those parts of our supply chain and our business , and upon those geographies – where we believe the greatest risk of slavery or human trafficking exists.

In our view the greatest risk of slavery and human trafficking is with non group companies within our supply chain where operations and managerial oversight are out of our direct control. The Company has instituted a supplier accreditation programme where suppliers are assessed for inclusion on an approved suppliers list. This process includes details of how the Modern Slavery Act is addressed by the supplier.

We work proactively to minimise the risk of slavery and human trafficking within our supply chains through the policies , standards, practices and awareness programmes we have in place. Nippon Express (UK) Limited has an anti-slavery policy in force across the organisation and this policy is communicated to staff to maintain awareness of the requirements.

Identifying and addressing risk of modern slavery and trafficking is not the sole responsibility of a particular individual or function. This requires input from multiple functions including human resources (regarding employees) managers (in respect of suppliers) and compliance(wider regulatory environment). The company has a whistleblowing policy which provides a confidential and anonymous mechanism for the reporting of any issues or concerns.

The performance indicators in respect of supplier assessment serve to protect against the risk of slavery and human trafficking occurring within the company's supply chain.



Toshinori Sakai  
Managing Director  
Nippon Express (UK) Ltd

30<sup>TH</sup> April 2021