

# Modern Slavery Statement

for the financial year of 2023



## Introduction

As a key player in the logistics and supply chain sector, Knowles Logistics Limited recognises that it has a responsibility in ruling out Slavery and Human Trafficking. Knowles Logistics Limited is committed to continuously delivering high standards to combat Slavery and Human Trafficking in its business and supply chain, and in acting ethically and with integrity in its business relationships.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015. It constitutes Knowles Logistics Limited's Slavery and Human Trafficking statement for the financial year ended 31 March 2023.

## Organisation's Structure and Business

Providing highly efficient supply chain solutions, through the utilisation of the best warehousing and transport modes, combined with the expertise of management trained in a wide variety of industries, Knowles Logistics is trusted by customers to provide superior supply chains with a competitive advantage. Operating in Warehousing and Distribution across the UK with a fleet of over 120 vehicles and 240 trailers and operating out of a number of distribution hubs, Knowles provides flexibility and best-in-industry service levels to its customers.

## Our Policy on Slavery and Human Trafficking

Knowles Logistics Limited is committed to ensuring that Modern Slavery or Human Trafficking does not take place within our supply chain or in any part of our business. We are committed to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and procedures to ensure Slavery and Human Trafficking is not present within our business or supply chain.

## Our Supply Chain

Knowles Logistics Limited acknowledges responsibility to the Modern Slavery Act 2015 and is committed to ensuring transparency within the organisation and with suppliers of goods and services to our organisation.

## Due Diligence into Slavery and Human Trafficking

Where possible we build longstanding relationships with local suppliers and make clear our business practices and expectations.

As part of our efforts to monitor and reduce the risk of Slavery and Human Trafficking occurring, Knowles will carry out the following procedures:

- Confirming our people suppliers are aware of and adherent to the Modern Slavery Act 2015
- Provide and communicate our external whistleblowing hotline service in multiple languages to all Employees, Agency workers and Sub Contractors.
- Provide awareness of Slavery and Human Trafficking in our company induction process.
- Carry out due diligence checks for employees of multiple bank account and address details.
- Carry out right to work checks on all employees and ensure the same processes are adhered to by all of our agency suppliers.

## Further Steps

Knowles Logistics Limited is committed to reviewing the effectiveness of its policies and procedures with regard to combatting Slavery and Human Trafficking.

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