

## EV Cargo Solutions Modern Slavery Act Statement

### **Introduction**

The Modern Slavery Act 2015 (the “Act”) is a UK law that came into force in 2015. The Act requires commercial organisations with an annual turnover of more than 36 million to publish a slavery and human trafficking statement for each financial year. As a major provider of Logistical services, EV Cargo Solutions are fully supportive of the Act and as required by the Act, this statement sets out the steps taken during the previous financial year to combat slavery and human trafficking in our business and supply chain.

### **Our Business**

EV Cargo Solutions are a UK based logistic business and we orchestrate and deliver highly integrated and bespoke end-to-end logistics solutions. We are underpinned by technology and data analytics, our solutions provide visibility and control of shipments and inventory from source to shelf or final user.

### **Recruitment Practices**

We recognise the right of each employee to freedom of association, including the right to join trade unions. We ensure that we comply with employment legislation regarding the employment of children and localised minimum wage legislation. All employment is voluntary and not forced or compulsory and we do not employ people who do not have the right to work within the UK.

In addition, EV Cargo Solutions are dedicated to providing a safe and healthy working environment whilst maintaining workplaces that are free from discrimination or harassment based on race, colour, religion, creed, gender, sexual orientation, marital status and pregnancy, age, disability, or any other characteristic protected by law.

### **Due Diligence**

As part of our commitment we will take additional steps:

- Audit appropriate business partners websites to ascertain if modern slavery and human trafficking statements have been posted.
- Communicate with our business partners to ensure they have adhered to the Modern Slavery Act.

### **Develop Policy Document**

We will develop a Whistleblowing and Anti-Corruption & Modern Slavery policy to encourage employees to report any concerns about suspected malpractice.

### **Training**

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, staff involved in purchasing and entering into

contractual arrangements on behalf of EV Cargo Solutions will receive training and be made aware of the provision requirements and importance of the Act.

**Further Steps**

- To continuously improve our wider scope of review, develop our policies and improve our statement.
- To develop a training programme to ensure that our staff are aware of the Act and Human Trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending December 2020.

The board of Directors from EV Cargo Solutions approved this statement on 31<sup>st</sup> March 2021.

Andy Humpherson  
**Chief Executive Officer**