

## Modern Day Slavery Statement

In accordance with the requirements of the Modern Day Slavery Act 2015 we are committed to acting with integrity throughout the GFS Group and in all of our dealings with our employees; suppliers and contractors that engage with us.

Our actions and commitments to understand all of the potential modern day slavery risk relating to our business and suppliers are thorough and reviewed on an annual basis;

All employees are subject to full pre-employment checks to confirm both their identity and right to work in the UK. All employees are provided with all statutory rights and benefits as legally required. All employees are paid above the National Living Wage.

Training is provided to key members of staff on the Modern Day Slavery Act and is refreshed on an annual basis.

We aim to ensure that goods and services are purchased from suppliers and contractors who do not involve themselves with exploitation or abuse of any persons or the environment.

We undertake due diligence when considering taking on new suppliers/contractors and regularly review our existing suppliers/contractors on an annual basis.

Any breaches of this Act involving our suppliers or contractors should be put in writing and addressed to our Chief Commercial Officer c/o 9 Piries Place, Horsham, West Sussex, RH12 1EH. Any breach of this policy by any supplier or contractor may result in termination of our relationship and/or contract.

Any breaches of this Act involving our employees should be reported to Sarah Ribbans, HR Director, Global Freight Solutions Ltd, 9 Piries Place, Horsham, West Sussex, RH12 1EH. Any breach of this policy by an employee will result in disciplinary action, which could result in dismissal for misconduct or gross misconduct.

All contractors and suppliers that engage with the GFS Group must conduct business in an ethical way, and without the use of practices or acts that would be in breach of the requirements of the Modern Day Slavery Act 2015 to obtain an unfair advantage or benefit.

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and forms our slavery and human trafficking statement for the financial year ending 31<sup>st</sup> March 2024.

This statement has been approved by the Board of Directors.



**Steven Burgess**  
CFO