

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Future Forwarding (“the Company”) slavery and human trafficking statement.

The Company recognises that the risks of modern slavery exist, and that modern slavery encompasses slavery, servitude, human trafficking and forced labour. Although the Company is not obliged under the scope of the Modern Slavery Act 2015 to publish a statement, we are committed to ensuring that there is none within our business or within our sub-contractor network, and as far as is practical that our suppliers are also committed to its eradication. This statement sets down the steps put in place and the Company’s commitment to achieve this.

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the financial year 1st January 2024 to 31st December 2024.

Business

The company provides individualized supply-chain solutions to a range of businesses.

High risk areas

The Company assesses whether particular activities are high risk in relation to modern slavery or human trafficking by identifying, assessing, and monitoring potential risk areas in supply chains.

Any activities considered to be at high risk of modern slavery or human trafficking will be assessed and monitored accordingly.

Policies

The Company is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms its intention to act ethically in our business relationships.

The following policies set down our approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in our operations and are all set out in our Company Handbook and on our HR Toolkit system:

- **Whistleblowing policy** - the Company encourages all its workers, customers and other business partners to report any concerns related to its direct activities or its supply chains.
- **Company Policy** - The Company Policy sets down the actions and behaviour expected of employees when representing the Company.
- **Ethics Policy** – The Ethics Policy summarises how the Company is committed to the practice of responsible corporate behaviour and how it seeks to protect and promote the human rights and basic freedoms of all its employees and agents.

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Our suppliers

The Company undertakes due diligence when considering taking on new suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners.

Training

Relevant personnel receive awareness training so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

Approval for this statement

Name (Director): Richard Lawford

Signature: R.Lawford

Date: September 2023

This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Board of Directors endorses this policy statement and is fully committed to its implementation.