

MODERN SLAVERY ACT STATEMENT 2016

This statement sets out the steps taken to prevent modern slavery and human trafficking in our business in accordance with the Modern Slavery Act 2015.

Introduction from Jamie Cuthbert, Managing Director, GEODIS Distribution & Express UK.

“GEODIS is a major player in the global world of logistics operating in more than 120 countries and employs 31,000 people from many different origins and occupations. In our day to day work, our mission is to help our clients succeed in overcoming their logistical constraints which we do with commitment, passion, innovation, solidarity and trust, our five core values. Our ambition is to be the best growth partner for our clients in an ever-changing and complex environment, and to ensure that we act as a trusted corporate citizen and responsible company.

We have developed a set of shared principals, a Code of Ethics which we promote and put into practice on a daily basis. We apply our Code of Ethics Policy for both decision making and the assessment of existing situations, working together to promote a more sustainable and socially responsible practices. We will not operate any business where there is a risk of being complicit in human rights abuse or in breach of one of our ethics principles.

We are committed to ensuring that there is no human trafficking or modern slavery in any part of our business or in our supply chain. It is important to us that people working in our business and for our suppliers work in safe, fair and legal conditions, and we will continue to make every effort to ensure that we act ethically and with integrity in all of our business relationships”.

GEODIS Group Structure

GEODIS is a Supply Chain Operator ranking among the top companies in its field in Europe and the World. GEODIS, which is part of SNCF Logistics, which in turn is a business line of the SNCF Group, is the number one Transport and Logistics operator in France and ranked number four in Europe.

The international reach includes a direct presence in 67 countries and a global network spanning over 120 countries. With its five lines of business (Supply Chain Optimization, Freight Forwarding, Contract Logistics, Distribution & Express and Road Transport), GEODIS manages its customers supply chain by providing end-to-end solutions enabled by our people, our infrastructure, our processes and systems.

Distribution & Express

Being Express and Groupage distribution specialists, and the final link in the GEODIS supply chain, we represent customers' brands across the UK and Europe. We can offer a wide selection of product delivery options, full geographic coverage in the UK and the rest of Europe and comprehensive management of pallets and packages straight to our customers' doors; effectively, optimising transport needs. We have been bringing our customers closer to their customers for over 100 years by combining operational efficiencies, excellent customer relations and innovative online customer solutions.

In GEODIS UK Ltd we offer 5 business units: UK Pallet Distribution, European Distribution, Direct Road and Chartering Services, Contract Logistics and Event Direct across 8 sites, employing 376 employees. We have the expertise and skills to manage our customers' supply chains by providing end to end solutions enabled by our people, our infrastructure, processes and systems.

Our Supply Chain

The GEODIS UK procurement activity is working together with the Group Procurement team who select some key suppliers for the business and support the deployment of their services in GEODIS in the UK.

We choose our own partners and local sub-contractors with care in line with our code of ethics and tender process with independence and fair approach. This allows a good degree of consistency in the management of our suppliers, monitoring of performance and compliance in line with our Code of Conduct.

Safeguarding

GEODIS Governance

GEODIS is committed to operating in an ethical and transparent manner. The governance of the Group is comprised of several decision-making bodies: a Supervisory Board that ensures the proper management of the Group by the Executive Board, an Executive Board that is responsible for the management of the company and a Management Board that sets out the main policy directions of the Group and operates the business. The Ethics committee made up of the CEO, the EVP's of the Lines of Business and the General Counsel is responsible for the application of the Ethics Charter and all ethics-related issues.

GEODIS Ethics

The GEODIS Ethics Committee, set up in 2010, informs and guides GEODIS decisions on ethics and compliance matters, and develops a program for ensuring group-wide application of the principles set out in the GEODIS Ethics Charter.

As a global player in Logistics, GEODIS adopts an organization that ensures strict compliance with international laws and regulations and supports customers in their endeavours on growth and management of regulatory constraints.

Our Staff

GEODIS UK has strict HR policies and procedures that ensure compliance with legislation and ensures fair and equal treatment, dignity at work and prevents discrimination. Our policies and operating documents are available to all staff on our intranet. We encourage all staff to report any activity they believe to be in breach of any of our operating standards or policies to us.

Due Diligence

We are committed to ensuring there is no modern slavery or human trafficking in any part of our business. We will:

- Identify and assess risks in our supply chain and ensure compliance from our suppliers.
- Provide training for our staff in these risks.
- Protect whistle blowers.

Our Effectiveness in Combating Slavery and Human Trafficking

In order to ensure that there is no slavery or human trafficking in our business or supply chains, we intend to take the following further steps in our next financial year to combat slavery and human trafficking:

1. Track and report on the number of employees trained on slavery and human trafficking issues;
2. Report on the volume of communications throughout the UK Group from or on behalf of the board of directors relating to our Anti-Slavery and Human Trafficking Policy; and
3. Monitor the number of concerns and grievances raised by employees regarding the detection or reporting of modern slavery in any part of the UK Group or its supply chain