



Geodis FF United Kingdom Ltd (Formerly Geodis Wilson UK Ltd)

Modern Slavery & Human Trafficking Policy Statement

Introduction from the Managing Director

Geodis FF United Kingdom Ltd (GFFUK) recognises that all businesses have an obligation to prevent slavery and human trafficking. Every company must do its share to eradicate this modern day problem. GFFUK will do all in its power to prevent slavery and human trafficking within its business and within the supply chains through which it operates.

GFFUK recognises that, in its position as a long standing member of the UK freight forwarding industry and as part of a global supply chain operator, compliance with its regulatory obligations reduces the risk that it will be engaging directly in human trafficking and slavery but, absolutely, acknowledges that it has a role to play

Organisation's Structure

GFFUK is a supplier of worldwide freight management , warehouse logistics, industrial projects, supply chain and logistics solutions with branches located throughout the United Kingdom, Head Quartered at Heathrow, Middlesex.

Our Business

Our UK business consists of 10 operational Geodis sites some of which include warehousing facilities, employing 300 plus employees.

Our Supply Chains

As a major element of our business, our suppliers and how we select and approve them are very important to GFFUK, approved suppliers are primarily UK based and involved in the transport industry but we have many suppliers based outside the UK including many Geodis overseas branches. Our workforce is almost entirely GFFUK employed and largely professionally qualified/certified at one level or another and regulated by external bodies.

Our Policies on Slavery and Human Trafficking

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

GFFUK as an Investors in People accredited organisation operates to ensure fairness in the recruitment retention and development of all employees and it seeks to comply with all applicable employment legislation.

The company seeks to provide a safe and healthy work environment where employees are treated with respect, dignity and consideration.

GFFUK maintains written policies that strictly prohibit the use of slavery or human trafficking in its direct supply chain. These include the Geodis Code of Ethics 2018 in which we communicate our ethical principles and associated expectations both with Geodis and also to our supply chain.

Our supplier evaluation requires all GFFUK suppliers to acknowledge and agree to an ethical clause which details our requirements around forced labour, slavery and human trafficking. All GFFUK suppliers are expected to sign up to this clause.

GFFUK monitors its suppliers and has a right at any time to audit suppliers for compliance with the evaluation including their compliance with our ethical requirements.

GFFUK has a zero tolerance policy towards violations of the laws banning forced labour, slavery and human trafficking. GFFUK supplier agreements permit the termination of suppliers for a single violation.

Geodis FF United Kingdom Ltd

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All business is conducted subject to BIFA's standard trading terms and conditions and strictly in our capacity as agents for the merchant.
A current copy of BIFA's conditions is available on request. Registered Office: LHR1, 145 Faggs Road, Feltham, Middlesex TW14 0LZ. Registered in England No: 621547



Due Diligence Process for Slavery and Human Trafficking

As part of our commitment to identify and eradicate slavery and human trafficking from within our business and from those businesses with which we interact, we-

- Work closely with our supply chains to ensure compliance with legislative obligations and we expect those organisations to have suitable anti-slavery and human trafficking policies and processes.
- Seek to build long standing relationships with suppliers and to make clear our expectations of ethical business behaviour from them.
- Are committed to encourage the reporting of concerns and the protection of whistle blowers.

Supplier Adherence to our Values

Senior Management within GFFUK is responsible for compliance in their respective departments, insofar as there is perceived to be a risk of encouraging, engaging or sustaining slavery and human trafficking.

Training

To ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking, we provide appropriate training covering the "Rules of Ethics and Good Conduct" this training is mandatory for all employees.

GFFUK will continue to update its policies and procedures as required to ensure it maintains appropriate safeguards against any mistreatment of persons involved in its supply chain or own business

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and constitutes Geodis Wilson UK Ltd slavery and human trafficking statement for the current financial year, commencing 1st January 2019.

Chris Packwood
Managing Director
Geodis FF United Kingdom Ltd

1st January 2019

Version 3.0

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