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MODERN SLAVERY POLICY STATEMENT

This statement sets out the actions that the George Baker Group undertake to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business and its supply chains. The following is the process by which the Group assesses whether particular activities or countries are high risk in relation to modern slavery. As part of the transport and warehousing industry, the Group recognises that it has a responsibility to take a robust approach to modern slavery. The Group has a zero-tolerance approach to slavery, trafficking or forced labour of any kind in any part of our business.

The Group considers that modern slavery encompasses human trafficking, forced work through mental or physical threat, being owned or controlled by an employer through mental or physical abuse or the threat of abuse, being dehumanised, treated as a commodity or being bought or sold as property, being physically constrained or to have restriction placed on freedom of movement.

The Group acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains. The Group does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to the Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation and in many cases exceeds those minimums in relation to its employees.

The Group carries out due diligence processes in relation to ensuring slavery and human trafficking does not take place in its organisation, including conducting a review of the controls of its suppliers. The Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

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