



MODERN SLAVERY STATEMENT

2019/2020





OUR FOURTH ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

This is the fourth annual Modern Slavery Statement to be published by Asendia UK Limited, for the financial year ending 31st May 2019.

Introduction from Simon Batt, CEO.

As the new CEO of Asendia UK from January 2019, I am proud to publish Asendia's 2019 Modern Slavery Statement, its fourth annual statement, and my first as CEO of Asendia UK. 2019 has been an exciting time for Asendia and sees yet further growth, having acquired wnDirect Limited, an award-winning international logistics company focused specifically on e-commerce, in January 2019. The merge with wnDirect contributes to the Asendia Group achieving its ambition to become the world leader in B2C solutions for global mail by creating a new, larger, e-commerce focused business with an expanded range of commercial and postal delivery services, mail solutions, and fulfilment capabilities.

As a global leader in the market, present in 16 countries worldwide, competing in many international markets across the world and using a range of global networks to offer distribution services to our customers, we recognise the role we play in the fight against Modern Slavery, and the importance of understanding the complexities of our supply chain. Asendia UK

finds the crime of Modern Slavery abhorrent and our aim is to combat modern slavery both within our organization and the supply chains that we impact. Asendia has zero tolerance of modern slavery in all its forms and reaffirms its undertaking to understand the risks in our business and supply chain and manage those risks accordingly.

Our UK Board of Directors takes responsibility for implementing this policy statement and its objectives and shall provide resources such as awareness training and audit capabilities to ensure that slavery and human trafficking are not taking place within our organisation and, to the best of our awareness, within our supply chains.

Respect for Human Rights is fundamental to the sustainability of Asendia and the communities in which we operate. We are committed to ensuring that people are treated with dignity and respect. We value the diversity of the people with whom we work and the contributions they make. We have a steadfast commitment to equal opportunities and an intolerance of discrimination and harassment and are dedicated to maintaining a workplace that is free from discrimination or harassment on the basis of race, sex, colour, religion, or age, to name just a few, or any unjust or unfair practices.

Within the last financial year, we have:

- Continued to source our suppliers in a responsible manner
- Expected and required our suppliers to operate in full compliance with all applicable laws
- Encouraged an environment of reporting concerns and the protection of whistleblowers
- Ensured that all new employees are subject to full pre-employment checks to confirm their identity and right to work in the UK. All our employees are paid above the National Living Wage and are provided with all statutory rights and benefits in line with our legal obligations
- We have raised staff awareness of the risks of modern slavery and human trafficking with internal training and communications to ensure that the risks are always front of mind and they are aware of what to do and how to seek help and guidance in circumstances where they feel that there is a risk of such practices occurring

Future steps for 2019 – 20

Asendia UK understands that it has an ongoing responsibility to continue to assess and mitigate the risk of modern slavery for the long term and has started to understand the nature of that risk within its industry. Asendia UK recognises that the nature of the risk may change over time, as such practices become more hidden and ongoing vigilance will be required.

Going forwards into our next financial year 2019 – 20, we hope to continue to combat modern slavery in the following ways:

- Asendia UK shall perform deeper due diligence when considering taking on new suppliers, to better understand its policies and processes and the supply

chains that it uses to perform services for Asendia to ensure that its stance on combatting slavery and human trafficking and protecting human rights is equal to the standards set by Asendia. Asendia UK expects and requires its suppliers to operate in full compliance with all applicable laws.

- We will continue to measure and benchmark our performance against the action steps identified in this and previous statements, best practice amongst similar commercial organisations and emerging caselaw and identify further areas of improvement to add to our annual compliance risk management process.
- We will roll out additional phases of staff training on Modern Slavery to ensure our employees and workers understand the evolving risks and keep these at the front of their minds when they undergo their day to day roles, and that they understand the help and support that will be given to them if they report any suspected incident that they observe.



To date we have not been made aware of or discovered any incidences of human trafficking or slavery within our own business or our direct supply chain. However, as a business, we are committed to continually strive to ensure that any mistreatment of individuals is identified and eradicated at each touchpoint of our business and direct supply chain.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 May 2019 and will be reviewed annually.

Simon Batt
CEO

Dated: 27/08/2019

