

This statement sets out the steps that Loadhog Limited and its subsidiaries has taken to prevent modern slavery and human trafficking occurring within any part of its businesses or supply chain during the financial year ending 31 December 2018, and intends to take in the coming years, and is made pursuant to the Modern Slavery Act 2015.

Organisation's structure and supply chains

Loadhog Limited is the UK based parent company of the following subsidiaries: Loadhog SARL. It is a market leader in the manufacturer of returnable packaging solutions for supply chains. Loadhog is 100% employee owned and operates within the GLIDE group of companies. These are a group of companies based in South Yorkshire which share the same values and promote employee ownership.

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. Our Anti-Slavery and Human Trafficking Policy (the "Policy") reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we are:

- ☑ Conducting risk assessments to identify which parts of our business are at risk from modern slavery.
- ☑ Amending our new supplier questionnaire to ensure that our key suppliers read and understand our Policy and in turn, provide their own statement and/or policy where applicable. We expect that our suppliers comply with all applicable anti-slavery and human trafficking laws and will hold their own suppliers to the same high standards.
- ☑ Surveying our existing suppliers to see what they are doing to limit their own risk, i.e. have they got their own policy/statement in place?
- ☑ Screening potential suppliers at the tender stage.
- ☑ Including detail in any contracts with key suppliers to ensure suppliers adhere to anti-slavery legislation.
- ☑ Monitoring potential risk areas in our supply chains.
- ☑ Protecting whistle blowers

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a supply chain compliance programme. This consists of:

- ☑ ensuring all our key suppliers complete the new supplier questionnaire and confirm that they have read and understood our Policy
- ☑ ensuring all our key suppliers provide us with their own statement and Policy where applicable
- ☑ the inclusion of clauses in our contracts with key suppliers which confirm that they adhere to anti-slavery legislation

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, Loadhog is introducing training to our employees as appropriate. In addition, new employees will be introduced to our Policy as part of their induction process.

This statement was approved by the Board of Directors on 26 August 2019 and is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Loadhog Limited and its subsidiaries slavery and human trafficking statement for the financial year ending 31 December 2018.

Shaun Khan



Managing Director