



## Modern Slavery statement

This statement is established pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that the Braid Group (**Braid Group (Holdings) Limited and Braid Logistics (UK) Limited**) has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Braid Group has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

### Our business

The Braid Group is recognised as a global logistics leader and provider specialising in liquid logistics. The Company's head office is registered in the UK with 23 offices worldwide and over 60 exclusive agents providing our customers with a truly global logistics support network.

### Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- **Code of Conduct**
- **Anti-Bribery & Corruption policy** – annual mandatory staff training applies.
- **Whistleblowing Policy**
- **Labour Standards** - we recruit and remunerate employees base on fair and legal criteria that are in line with applicable employment standards.
- **Health & Safety**
- **Environment and Sustainability Policies** - these policies explain the manner in which we behave as a company.
- **Recruitment policy** – our policies includes checking eligibility to work, checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Corporate Social Responsibility** is embedded in our company values.

### Our suppliers

Braid Group manages its supplier policy by maintaining a preferred supplier list and conducting due diligence on suppliers before allowing them to become a preferred supplier. Our Modern Slavery Policy is intended to form part of our contract with all suppliers, contractual or non-contractual, and they are required to confirm that no part of their business operations contradicts our policy.

We may terminate the contract at any time should any instances of modern slavery come to light.

### **Training**

We intend to introduce training for our teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

### **Our indicators**

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.

### **Approval for this statement**

The Board of Directors has approved this statement and the modern slavery policy.

This statement and the accompanying modern slavery policy will be reviewed annually, unless circumstances dictate that it should be reviewed and/or renewed more frequently.

**Signed on behalf of the Braid Group**



**Andrew Watson,  
Chief Operating Officer**

**Dated 1st July 2020**