

## Modern Slavery Statement

### Purpose and Scope of applicability

The purpose statement is to set out the legislative obligations and to provide assurance that Carousel Logistics Holdings Limited (a UK company) and subsidiary companies comply with their legal requirements in pursuance of this Modern Slavery Act 2015.

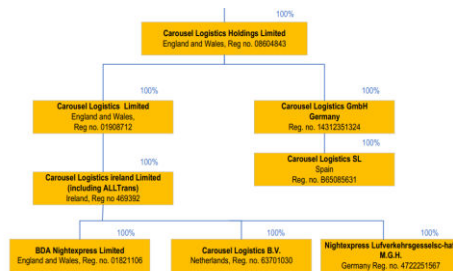
This document is applicable to all staff, both employed and contractors working for or on behalf of Carousel Logistics Holdings Limited and subsidiary companies, and for the purpose of this document known as "The Group; The Carousel Group; or Carousel".

### Organisation

This statement applies to all companies within and associated to The Carousel Group (referred to in this statement as 'The Group').

### Organisational Structure

Carousel Logistics Holdings Limited is part of a larger Group of companies based across the Nordics, Europe and the UK known collectively as the DANX Carousel Group. In the UK the group is made up of Carousel Logistics Holdings Ltd, a holding company which is the 100% owner of Carousel Logistics Limited and Carousel Logistics GmbH. The full structure of Carousel is outlined below



Carousel Logistics Holdings Limited provides logistics services utilizing our first-class technology systems, trusted networks and passionate customer service teams to create innovative bespoke solutions.

Combining more than 100 partners in the UK with our own network and warehouses to provide services to some of the world's biggest players in a variety of arenas including Agriculture, Medical, Energy, Mechanical Handling, Technical Engineering, Automotive and Scientific equipment sectors.

The company has grown cumulatively, on average, by more than 15% per annum in the last five years and currently has offices in Kent (UK), Birmingham (UK) Frankfurt (Germany), Munich (Germany), Barcelona (Spain), Dublin (Ireland) and Maastricht (Netherlands)

### Definitions

Carousel group of companies 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 of 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.

### **Commitment**

Carousel and its group of subsidiary companies acknowledges its responsibilities in relation to tackling modern slavery/Human Trafficking and commits to complying with the provisions in the Modern Slavery Act 2015. The Carousel Group understands that this requires an ongoing review of both its internal practices in relation to its labour force and its supply chains.

Carousel 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 Carousel Group in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Carousel Group strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in The United Kingdom, Germany, Spain, the Netherlands and Ireland.

### **Supply Chain**

In order to fulfil its activities, The Carousel Group provides both 3PL and 4PL logistics services and accordingly within the supply chain utilizes a range of transport providers from around the globe.

### **Potential Exposure**

In general, The Carousel Group considers its exposure to slavery/human trafficking to be relatively limited, nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

### **Due Diligence**

The Group carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Carousel Group has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, The Carousel Group has taken the following steps to ensure that modern slavery is not taking place:

- Reviewed existing supplier contracts and systematically review new suppliers with regards to the Modern Slavery Act 2015. All suppliers have been made aware that the contract could be terminated in the event that supplier is, or is suspected, to be involved in modern slavery and authorities will be notified if any such practice is identified.
- All new supplier agreements and purchasing of new services have been revised to include details of our commitment to the Modern Slavery Act 2015.
- Training has been carried out with all employees within and relating to the procurement department to allow them to effectively spot the signs of modern slavery within the business.
- The company corporate induction has been revised to ensure that all new employees are aware of the Modern Slavery Act and their responsibilities.

### Key Performance Indicators

The Carousel Group has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the group or its supply chains.

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

### Policies

The Carousel Group which is part of a wider Group of companies known as DANX Carousel Group has the following policies which further define its stance on modern slavery:

- **Human Rights Policy** – Danx Carousel Group Human Rights Policy.
- **Recruitment policy.** We operate a robust recruitment policy, including conducting eligibility to work for all employees to safeguard against human trafficking or individuals being forced to work against their will.
- **Supplier Code of Conduct** – lays out our minimum expectations of conduct by our suppliers.
- **Employee Code of Conduct** – lays out our minimum expectations of conduct by our employees.
- **Whistleblowing policy.** We operate a whistleblowing policy so that all stakeholders and employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals. Reports are filed electronically through the whistleblower system via a web portal, Safe2Whistle, which may be accessed via the internet <https://report.whistleb.com/en/danxcarouselgroup>.

### Reporting

The Carousel Group has a Slavery Compliance Officer to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the Group's obligations in this regard.

CHRO: Malene Vig Hjarnaa Email: [malene.vig.hjarnaa@danxcarousel.com](mailto:malene.vig.hjarnaa@danxcarousel.com)

This policy is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 as regulated in the UK and the European Union's Charter of Fundamental Human Rights and UN Guiding Principles on Business and Human Rights across its business jurisdictions and this will be reviewed for each financial year. The information included in the statement refers to the year ending 31<sup>st</sup> December 2023.

Signed	<i>Malene Vig Hjarnaa</i>	Dated	03-05-2024   7:52 AM BST
Position	<b>Chief HR Officer</b>		

Date of Issue/Latest Update	Version No	Brief Description of Change (e.g. sections altered and reasons)
01.01.21	1.0	Notice First Issue
01.03.22	1.0	Reformatted to new Process documentation
01.01.23	2.0	Modified and reissued for 2023
01.05.24	3.0	Review and reissue for 2024