

## 1: Opening statement from senior management

Bibby Distribution Limited (BDL) is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers.

## 2: Structure of the organisation

BDL is a provider of logistic and warehousing services covering the entire supply chain from delivering raw materials into manufacturing plants to working alongside customers to manage their finished products storage and distribution. The business operates from 90 locations with c. 2,000 staff and over 2500 trucks and trailers. BDL transports products ranging from fresh milk to car parts, coffee to cardboard, as well as bulk powders.

BDL is part of the Bibby Line Group, a diverse and forward-looking family business delivering personal, responsive and flexible customer solutions for over 200 years.

Bibby Line Group is a £1.2 billion business, operating in more than 20 countries, employing over 4,500 people in industries including retail, offshore, financial services, distribution, shipping, marine based businesses and plant hire.

Bibby Line Group operates with strong corporate values:

- Work together
- Be better
- Trust each other
- Be innovative
- Do the right thing

## 3: Policies

As part of our commitment to combating modern slavery, we have implemented the following policies:

- Anti-Slavery Policy

## 4: Due diligence

As part of our efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, we have adopted the following due diligence procedures:

- We tell the companies we do business with that we are not prepared to accept any form of exploitation.
- We carry out an annual risk assessment of our supply chain and identify those suppliers deemed to be in high risk industries.
- We will issue questionnaires to those suppliers who we deem to be high risk, requesting them to complete details about their business and the procedures they have in place to prevent slavery and human trafficking.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains;
- monitor potential risk areas in our business and supply chains;
- reduce the risk of slavery and human trafficking occurring in our business and supply chains.

## 5: Risk and compliance

BDL shall regularly evaluate the nature and extent of its exposure to the risk of modern slavery occurring in its supply chain. At present we do not consider that we operate in high risk sectors or locations.

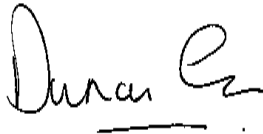
We will ensure all our suppliers adhere to the Modern Slavery Act 2015 and other relevant legislation. We will enforce a strict code of compliance and will not tolerate slavery and human trafficking within our supply chains.

## 6: Training

We plan to invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees will be encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes Bibby Distribution Limited's slavery and human trafficking statement for the financial year commencing 1<sup>st</sup> January 2016 and ending 31<sup>st</sup> December 2016.

Signature:

A handwritten signature in black ink, appearing to read 'Duncan Eyre', with a horizontal line underneath the name.

Duncan Eyre

Director

Bibby Distribution Limited

Date: 21.06.2017