

## 1: Opening statement from senior management

Bibby Distribution Limited (BDL) is committed to our corporate values and policies which promote ethical business practices. We are committed to preventing any acts of modern slavery and human trafficking occurring within our business and supply chain, and impose the same high standards on our 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 over 35 locations with c. 1,400 staff and over 600 trucks and over 1200 trailers. BDL transports products ranging from cardboard, to bulk food ingredients.

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 an £800 Million revenue business, operating in 14 countries, employing over 4,000 people in industries including retail, financial services, distribution, marine and construction.

Bibby Line Group operates with strong corporate values:

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

## 3: Policies

We have a comprehensive range of policies and procedures which support our commitment to combating Modern Slavery. These include:

- Anti-Slavery Policy
- Whistleblowing Policy
- Recruitment Policy & Right to Work Checks
- Temp & Fixed Term Workers Policy
- Bullying & Harassment Policy
- Anti-Bribery Policy
- Equality 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 will tell the companies we do business with that we are not prepared to accept any form of exploitation.
- We carry out risk assessments of our supply chain and identify those suppliers deemed to be in high risk industries.
- We have issued a questionnaire 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.
- Remove 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 these training programmes, employees will be encouraged to identify and report any potential breaches of the organisations anti-slavery and human trafficking policy. Employees will be 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 transparency statement for the financial year ending 31<sup>st</sup> December 2019.

Signature:

Richard Morson

Chief Executive Officer Bibby Distribution Limited

Approved by the Bibby Distribution Limited Board 1<sup>st</sup> July 2020 ( Extension to 30<sup>th</sup> June deadline required to enable approval at BDL Board Meeting)