



Wincanton

Modern Slavery Statement

FY ending 31 March 2022

Statement on Compliance with the Modern Slavery Act for Financial Year ending 31 March 2022

Wincanton plc and its trading subsidiary, Wincanton Holdings Limited, remain committed to the highest possible ethical standards and corporate conduct and we continue to expect our suppliers to adhere to these same standards. The Group has a zero-tolerance approach to modern slavery and human trafficking and requires companies across our extended supply chain to understand and meet our expectations on anti-bribery, corruption, legal compliance and ethical conduct.

To this end, the following statement is offered in compliance with the Modern Slavery Act 2015 and sets out the Group's approach to the prohibition of any form of forced labour or slavery within our supply chain.

Our values

Wincanton operates with strong corporate values: Excellence; Integrity; Passion; Proactivity; Togetherness; and Trust.

Our values are underpinned by a set of corporate policies supporting our commitment to high ethical standards and doing business with integrity. Our adherence to these policies is subject to regular reviews, helping us to continuously improve in this area.

- A Modern Slavery policy: This policy reinforces our commitment to ensuring there are no instances of forced labour, slavery or human trafficking in our business or supply chain and helping our people to identify these practices;
- The Wincanton Code of Supplier Responsibility: We are committed to ensuring that our suppliers adhere to the highest standards of ethics. Suppliers are required to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. Serious violations of Code of Supplier Responsibility could lead to the termination of the business relationship.
- A Speaking up (Whistleblowing) Policy: We encourage all our workers, customers and other business partners to report any concerns related to the direct activities of our organisation and its supply chains. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our Speaking up procedure is designed to make it easy for workers to make disclosures, without fear of retaliation; and
- Our Code of Conduct: This explains our ethical standards as an organisation and how we expect our employees and suppliers to act and is widely promoted through our operations.

In addition, our Code of Conduct sets out the following:

- We expect our suppliers and partners employees and their respective supply chains to operate to the highest standards of safety, quality, inclusion, integrity, sustainability and ethical conduct;
- When seeking new suppliers and partners we select those whose values and commitment to ethical business conduct and a sustainable future match our own, and we use objective processes and due diligence to ensure this;
- We are opposed to the use of any form of child labour or practices which inhibit the development of children and are opposed to any employment that is not freely chosen;
- We commit to refrain from using any form of labour that could be described as 'modern slavery' and expect the same from all those we work with; and
- The induction process that all employees, including drivers and warehouse operatives attend, ensures that our workforce is aware of the content of these policies and the associated obligations and responsibilities.

Our workforce and our supply chain

Most of our Group employees are UK-based managerial or office staff, drivers and warehouse operatives, and are paid at least the National Living Wage. We believe there is a low risk of human slavery or forced labour in our direct workforce.

The risk may be more significant in our supply chain and we have therefore focused on enhancing our approach in relation to our supply chain as noted below.

Progress we have made

- Since we published our Modern Slavery Act Statement last year, we have:
- Refreshed and relaunched our Modern Slavery policy;
- Launched a new Modern Slavery training module for all Wincanton colleagues;
- Assessed our supplier onboarding process to incorporate greater scrutiny in relation to commitments made regarding prevention of slavery and human trafficking; and
- Continued our programme of assurance reporting and audits to assess compliance by third party agencies with their commitments to preventing modern slavery and human trafficking.

We will continue to review our policies and practices in line with our commitment to safeguarding against modern slavery and human trafficking in our business and our supply chain.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and was approved by the Board of Directors on [28] June 2022.

Lyn Colloff
Company Secretary
Wincanton plc

Registered in England and Wales No. 04178808