

Modern Slavery and Human Trafficking Policy Statement

Financial Year 1/4/2023 – 31/03/2024

Introduction

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty to exploit them for personal or commercial gain. Every company is at risk of being involved in this crime through its own operations and its supply chain.

Logisnext UK Ltd has a zero-tolerance approach to any form of modern slavery and is fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to prevent modern slavery and this policy statement sets out the actions that we have taken to understand all potential modern slavery risks related to our business, and to implement steps to prevent slavery and human trafficking.

Organisational structure and supply chain

Logisnext UK Ltd is a materials handling supplier and operates throughout the UK offering flexible and individually customisable transport solutions for logistics and warehouses. These trucks are manufactured at Logisnext production facilities in Sweden, Spain, Japan, China and the USA. Products are sold directly to customers by an experienced team of sales experts and by dealers. Our team of Field Service Engineers maintain trucks sold or leased to our customers. Logisnext UK Ltd is the UK subsidiary of Mitsubishi Logisnext Europe based in Gothenburg, Sweden.

The primary supplier representing 85% of the purchase value, is our parent company that operates factories in Sweden & Spain. We additionally source batteries and other materials handling ancillary equipment from other suppliers.

Policies

Logisnext is committed to ensuring that there are no modern slavery or human trafficking in its supply chain or in any part of its business. Logisnext operates a number of internal policies to ensure it conducts its business in an ethical and transparent manner including:

Whistleblowing policy, which ensures all employees can raise any concerns about practices within the business or its supply chain without fear of reprisal.

Ethical code of conduct sets out the way Logisnext expect its employees to act.

Bribery Act, this policy outlines the company's position on preventing and prohibiting bribery.

Logisnext's Modern slavery policy applies to all employees, agency workers, seconded workers, interns, agents, contractors, external consultants, third

party representatives and all other business partners and reflects its commitment to acting ethically and with integrity in all its business relationships and to implementing effective diligence to ensure slavery and human trafficking is not taking place anywhere in its supply chain.

Suppliers

Logisnext is committed to operating its business with the highest standards of ethics and integrity and expect the same high standards from all its contractors, suppliers and other business partners.

Logisnext maintains an approved supplier list and evaluates all potential and existing suppliers for risk associated with modern slavery and human trafficking. Logisnext review all suppliers to comply with its Modern Slavery Act and supplier code of conduct. As part of its contracting processes Logisnext includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and requires its suppliers to have a suitable anti-slavery and human trafficking policies and processes within their businesses.

Any recruitment agencies used by Logisnext are also required to comply with its Modern slavery policy and supplier code of conduct and to have implemented policies and procedures to ensure that no agency worker or otherwise is subject to any form of slavery or human trafficking.

Due Diligence

Logisnext does not consider that it operates in a high-risk sector. Nevertheless, Logisnext will continually monitor review and audit its supply chain in accordance with its policies. If Logisnext becomes aware of a case of slavery occurring within its supply chain, Logisnext will work with the supplier to implement remedial action. In any such instance, consideration will be given to the approach that produces the safest outcome for any potential victims of modern slavery.

Employees

Logisnext operates a robust recruitment policy including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Training

To ensure an understanding of the risks of modern slavery and human trafficking in its supply chain and business, Logisnext provides training to its managers and employees involved in purchasing goods and services for the

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company and other relevant members of staff so that they are aware of the issues surrounding modern slavery and what to do if they suspect that it is taking place.

This statement is approved by the board of Logisnext UK Ltd in relation to the financial year of 31st March 2024.

Signature:

A handwritten signature in black ink, appearing to be 'Joh' with a long horizontal stroke extending to the right.

Date:

1/4/2023.