



Modern Slavery Statement 2023

This statement is published and approved by Mainfreight UK LTD (Company No. 10067164), hereinafter "Mainfreight", in accordance with the UK Modern Slavery Act 2015. This statement will be published on our website www.mainfreight.com.

At Mainfreight, we are committed to meeting the expectations of our customers and communities when it comes to evaluating, addressing, and reducing any risks of modern slavery in our supply chains.

We respect and adhere to ethical labour practises, and we ensure that we, and any subcontractor or third party involved in our operations, are aware and that they comply with all relevant labour laws applicable.

This statement explains the actions we took during the financial year ending on March 31, 2023, to evaluate and deal with modern slavery risks in our supply chains.

About Mainfreight and its supply chains

Mainfreight is indirectly owned and controlled by Mainfreight Limited (New Zealand). Mainfreight Limited commenced operations in Auckland, New Zealand in 1978 and has since grown to operate 331 operational branches in 26 countries (across New Zealand, Australia, Asia, Americas and Europe), with approximately 11,000 team members. Mainfreight provides full supply chain solutions, which substantially include:

- Air & Ocean** customs clearance, freight forwarding, (domestic and international) transportation of goods by air and sea including road pick-up and delivery (door-to-door), packing/unpacking of containers and regulatory clearance;
- Transport** (domestic and international) road transportation of primarily palletised freight including dangerous goods;
- Warehousing** storage of customer's goods, bonded warehouse management, management of inbound/outbound orders and inventory management amongst other value-added services.

Within the United Kingdom, we are now operating 4 branches. Our current operations consist mainly out of Air & Ocean and Warehousing services.

Our branches offer services to customers both in the United Kingdom and abroad, including our subsidiaries across the globe. We focus on using Mainfreight Limited subsidiaries for all freight movement. When we don't have our own facilities or equipment available yet, we must engage third-party shipping companies, airlines, and carriers.

Policies related to slavery and human trafficking

Our global Code of Ethics outlines what we expect from all our team members, no matter where we operate. This Code of Ethics is regularly reviewed to ensure our standards are updated and meet regulatory requirements.

Our global Remuneration Policy outlines our goals to fairly remunerate and reward all our team members for their contribution. We set our starting salaries above minimum wage levels to reflect our requirement for fair remuneration.



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Additionally, our global Whistle-Blower Policy enables our team members to easily raise any concerns in confidence and without fear of retaliation.

Risk assessment and management

We operate in the global logistics industry and our services span across different countries across the globe. This means there's a possibility that we could unknowingly be linked to potential cases of modern slavery. There is a chance we might unintentionally contribute to modern slavery if we use labour from places with less strict employee protections or through labour-hire companies.

We try to have better control over our operations by managing them through Mainfreight Limited subsidiaries, where we can. This allows us to better understand the 'local' situation and to rely on our Mainfreight culture, including our global policies, being effective there where our services are performed.

When we do hire other companies for the performance of services, whether it is in the United Kingdom or anywhere else in the world, we work with well known and respected shipping lines and airlines that we have trusted relationships with. For road transportation, we try to establish long-term partnerships with our subcontractors, and we also make use of third-party networks across Europe whenever possible.

Due diligence processes

Aside from our business practises mentioned above, in doing our recruitment, we interview all future team members personally, where we do background checks regarding previous employment. As we operate within the UK, passport and visa checks are done to establish their right to live and work within the UK.

Measuring effectiveness

All our UK branches are audited annually by our Training & Development team covering our Mainfreight culture and a variety of quality topics. If the set expectations are not met, corrective actions will be made.

Training

During this financial year, our Training & Development team provided a mandatory integrity training for all our team members.

Mainfreight UK Limited

A handwritten signature in blue ink, appearing to be "Ben Fitts", written over a blue horizontal line.

Ben Fitts
Director