



## **Panther Warehousing Ltd – Anti- Slavery and Human Trafficking Statement**

### **Background**

The Modern Slavery Act 2015 (MSA) requires large businesses, with an annual turnover of over £36 million, to be transparent about their efforts to eradicate slavery and human trafficking. This statement therefore explains the steps we have taken during the financial year of 1<sup>st</sup> January 2021 – 31<sup>st</sup> December 2021 to ensure that slavery and human trafficking is not taking place in any of our supply chains, or any part of our business.

The Group is fully committed to preventing acts of modern slavery and human trafficking from occurring, whether in our business or our supply chains, and we require the same standards of our suppliers.

This statement also applies to Ingleby (2016) Limited. It will be made available on our website to all who engage with us, whether in employment or in business, so that those parties may familiarise themselves with the contents, and also to the Government Registry.

### **The Organisation & Our Colleagues**

Established in 1989, Panther Warehousing is a provider of two-man delivery and collection services within the logistics sector. Panther Warehousing is now a subsidiary company of AIT Worldwide Logistics following an acquisition in 2020.

The Company employs circa.500 people across our Head Office and the depots which are located throughout the UK.

As well Panther's permanent workforce, there are additional agency staff and workers depending on local labour conditions and demands. The depots have good relationships with the agencies that supply labour to the Company, as well as a robust on-boarding and induction process for employees, and those that transition from agency to permanent employees

The Group's recruitment and onboarding processes are continually reviewed and ensure that all employees' status to live and work in the UK are checked prior to them commencing employment within the Group. This year the company invested in additional recruitment software to increase compliance across the recruitment process. Further, the Group enlists the support of an Employment Law and HR Consultancy firm to ensure that we comply with all legislation relating to the initial and ongoing employment of our colleagues.

As part of the organisation's induction process and throughout workers' employment with us, we train all staff to treat others with respect and courtesy as well as ensuring they adhere to all relevant

laws, regulations, and standards. This is an ongoing due diligence process. We focus on ensuring our management team is not only aware of the requirements to be alert to modern slavery but can also address concerns raised by their team or any suppliers. If any worker is found in breach of our policies, we ensure suitable disciplinary action is taken which can include termination.

### **Our Policies**

We allow all individuals who work or provide services to us, the right to freely choose employment and, the right to associate freely with other individuals.

Workers are free to choose whether to join a trade union or not and as a result of our training, we offer an environment which is free from harassment and unlawful discrimination. We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labour and have a zero-tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct. We require suppliers to certify that they do not participate in any forced or involuntary labour with their workers, subcontractors, agents, or associates.

Our employment policies on Equal Opportunities, Dignity at Work, Grievance, Whistleblowing and Anti-Bribery and Corruption, support our endeavours to encourage a positive working environment free from harassment and unlawful discrimination. We have also implemented new policies this year including a Human Rights policy which addresses issues such as child labour and forced labour as additional commitment to tackling Modern Slavery.

### **Suppliers**

The Group's principal suppliers are haulage firms, specialist contractors and reputable recruitment agencies, and therefore we do not consider them to be high risk.

However, we do establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. All suppliers of goods and services to Panther must comply with all relevant legislation and standards as relevant to their industry, including, human rights, bribery and anti-corruption and health and safety.

Any instances of non-compliance with the MSA, or allegations of potential modern slavery in either our Group, or in relation to a Supplier would be thoroughly investigated and dealt with appropriately on a case-by-case basis. Any allegations of non-compliance would always be reported to the Group's Board of Directors.

### **Focus for 2022**

Over the course of the following year the Group will continue in its efforts to identify potential issues related to modern slavery or human trafficking, with a focus on our Code of Ethics, the intention for this year is to make these available in multiple languages and formats including audio, so they are easily accessible for all.

Our on-site managers do already interact with all third-party workers who operate on our sites, however, an additional step that we shall take is to formally audit suppliers from higher risk areas, such as our cleaning and valeting suppliers and clients.

A handwritten signature in black ink, appearing to be 'Andy Dale', written in a cursive style.

**Andy Dale**

**Finance Director**

**Panther Warehousing Limited**

**20<sup>th</sup> April 2022**