

Modern Slavery and Human Trafficking Statement

Atlantic Group International Ltd and all subsidiary Company's within its Group are committed to driving out acts of modern day slavery and human trafficking within its business and from within its supply chains, including sub-contractors, and partners.

The Company acknowledges its responsibility within the Modern Slavery Act 2015 through publication of this statement setting out the steps we take to prevent modern slavery and related abuses.

We will ensure transparency within the Company and suppliers of goods and the larger supply chain and services to the Company through steps which include:

- Assessing and reducing the risk in the business of modern slavery practices occurring e.g. checking the authenticity of documentation proving right to work in the UK
- Having robust procurement policies that ensure our supply chain is scrutinised for compliance and consequences of non-compliance are clear and actioned i.e. that commercial relationships with suppliers and other business partners will not be entered into (or terminated if existing)
- Providing information to employees on the signs that might indicate that modern slavery is taking place
- Promoting to employees the importance of immediately raising any concerns they may have
- Protecting employees who are 'whistle blowers' in respect of concerns they have about modern slavery

Introduction

This statement sets out Atlantic Group International Ltd's and its group company's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains. This statement relates to actions and activities during the financial year 1st December 2022 – 30th November 2023.

As part of the logistics and freight forwarding industry, the Company recognises that it has a responsibility to take a robust approach to slavery and human trafficking.

The Company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Company structure and supply chains

This statement covers the activities of Atlantic Group International Ltd:

We are a provider of logistics and freight forwarding services and have 17 offices across the UK and Europe, employing over 200 people. Our company offers services that include Air Freight, Sea Freight, Road Freight, Customs Clearance Support and Import / Export documentation. Centrally we have HR, IT, commercial, operations and financial teams that support the wider business branches.

- **Training:** The Company will complete direct face to face training on how to identify modern slavery and human trafficking risks, our responsibilities, and Company policy and process in relation to Modern Slavery to all Directors across the business by the 31st July 2023, to ensure that all policies and provisions are understood and delivered by them in the course of their leadership duties. The Company will require all employees working in the UK to complete online training on modern slavery by the 31st July 2023.

The Company operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations.

Whistleblowing policy

The Company encourages all its workers, customers and other business partners to report any concerns related to the direct activities, or the supply chains of, the Company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The Company's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation.

Recruitment

The Company uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting temporary workers from that agency. All agency's will be required to confirm if they have a modern slavery policy in place and describe the process by which risks of slavery and human trafficking are addressed and where action has been taken as a result of the risk of slavery and human trafficking.

Supplier code of conduct

The company is committed to ensuring that our suppliers adhere to the highest standards of ethics. All 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. However, serious violations of the Company's supplier code of conduct will lead to the termination of the business relationship.

Due diligence

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence and reviews include:

- Actively maintaining a master list of all suppliers to assess the geographical risks of modern slavery and human trafficking.
- Providing all suppliers with a Supplier Code of Conduct policy document that must be formally agreed to adherence on. Suppliers identified as potentially high risk may be required to produce further evidence to support the onboarding process in order to further validate that their working practices align to the standards expected by the company.

Board approval

This statement has been approved by the Company's board of directors, who will review and update it annually.

Director's signature:

A handwritten signature in black ink, appearing to read "S. Sands", written over a horizontal line.

Steve Sands
Managing Director

Date: 31st May 2023