

Statement by the directors and senior managers of The Reed Boardall Group Limited

We are committed as an organisation to preventing acts of modern slavery and human trafficking from taking place within our business and supply chain. We impose very high standards on our own activities and expect the same from all our suppliers. We will not tolerate any non-compliance with these standards and will take all necessary steps to remedy any malpractice including terminating our relationship with a supplier and reporting any suspected criminal acts to the relevant authorities.

STRUCTURE OF THE ORGANISATION

We are a group based in the UK operating in the cold storage and temperature controlled transport industry. The Reed Boardall Group Limited is the parent of a number of trading companies who together employ over 700 people. The group has an annual turnover of £61.6m.

This group statement covers the obligations of the following subsidiaries to publish a Modern Slavery Statement:

- Reed Boardall Cold Storage Limited
- Reed Boardall Transport Limited

In order to carry out our operations, we work with a range of suppliers of energy, motor vehicles, mechanical handling equipment and a variety of ancillary goods and services.

POLICIES

As part of our commitment to preventing modern slavery in our business and supply chain, we have developed and implemented an Anti-Slavery Policy which reflects our promise to work ethically and with integrity within all our business relationships. It sets out:

- Our commitment to ensuring that modern slavery does not take place within our organisation or in our supply chain;
- The procedures we follow in recruitment and other practices to ensure our adherence to this commitment;
- The responsibilities of the directors, managers and all employees of the group and its subsidiaries to follow the procedures and maintain vigilance.

We make sure that our suppliers are aware of our policy and adhere to the same high standards.

DUE DILIGENCE

As part of our efforts to monitor and mitigate the risk of slavery and human trafficking occurring within our business and supply chains, we have adopted due diligence procedures which are designed to:

- establish, assess and monitor areas of potential risk in our business and supply chains
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistleblowers

RISK

We do not consider that we operate in a high risk environment for trafficking and modern slavery because we operate from a single location and all our employees are based in the UK, the vast majority are permanent and many have relatively long service. Furthermore, as a service company, we have a relatively narrow range of suppliers with most of whom we have long-established relationships.

However, we do continue to evaluate the nature and extent of our exposure to the risk of modern slavery occurring in our business and supply chains and where we identify a significant risk we will investigate.

TRAINING

As part of our commitment to minimising the risk of slavery and human trafficking taking place in our business and supply chains, we educate all of our staff in what modern slavery and human trafficking is and how to recognise the risks of it in the workplace. We encourage all our staff to report any potential breaches of our anti-slavery policy.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for The Reed Boardall Group Limited, Reed Boardall Cold Storage Limited and Reed Boardall Transport Limited for the financial year ending 31 March 2018.

Marcus Boardall

Group Chief Executive

The Reed Boardall Group Limited

27 March 2019