SYNERGIX
LOGISTICS SOLUTIONS

MODERN SLAVERY ACT STATEMENT

INTRODUCTION

This statement sets out the steps taken to prevent modern slavery and human trafficking in our business, in accordance with the Modern Slavery Act 2015 (the Act).

We are committed to improving our practices to combat slavery and human trafficking.

OUR BUSINESS

We are a UK based supplier of logistics solutions through the provision of transport, storage, and fulfilment services. Our head office is based In Reading, employing 80 people across two UK depots.

OUR SUPPLY CHAINS

Our supply chains include sub-contracted provision of vehicles to service the delivery and collection of palletised and loose cargoes, agency providers to operate vehicles and assist with unloading/loading cargoes from our warehouses, and provision of IT services.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring there is no human trafficking or modern slavery in any part of our business, or in our supply chain. We believe all people, either working for us directly, or for our suppliers work in safe, fair, and legally compliant conditions, and we continue to make every effort to ensure that we act ethically and with integrity in all our business relationships and transactions.

DUE DILIGENCE FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify, monitor, and mitigate against industry risk and business transaction risk, we the directors, manage this directly.

We have in place policies and systems across our business, our partners, and our supply chains to:

- Identify inappropriate employment practices;
- Identify, assess and monitor other potential risk factors;
- Mitigate the risk of slavery and human trafficking from occurring;
- Protect whistle-blowers; and
- Investigate reports of Modern Slavery.

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SUPPLIER ADHERENCE TO OUR VALUES AND ETHICS

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we operate in line with principles of responsible sourcing, including paying employees no lower than the prevailing minimum wage. We have in place a supplier code of conduct which outlines our expectations. The directors and managers will monitor and enforce compliance of the supplier code of conduct.

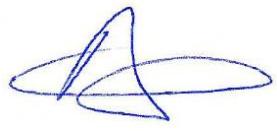
TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, and in our supply chains, we provide relevant training. Under our supplier code of conduct we also require our business partners to provide regular and relevant training to their staff, suppliers, and providers.

OUR EFFECTIVENESS IN COMBATING SLAVERY AND HUMAN TRAFFICKING

In order to ensure that there is no slavery or human trafficking in our business or supply chains, we will continue to take steps in our next financial year to combat slavery and human trafficking:

- Keep anti-slavery and human trafficking high in the Director board meeting agendas, discussed on a quarterly basis, and communicated throughout the workforce.
- Track training on anti-slavery and human trafficking issues.
- Monitor the number of concerns and grievances raised by employees and persons outside our business regarding the detection or reporting of modern slavery in any part of our business or supply chain.



Anthony Champness
Director



Jonathan Payne
Director