



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 1st January 2020 – 31st December 2020 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 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.

The Organisation & Our Colleagues

Established in 1989, Panther Warehousing is a provider of two-man delivery and collection services within the logistics sector. The Company employs over 1,300 people across our Head Office and the depots which are located throughout the UK.

Panther's workforce consists of a combination of employed and agency staff 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 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. 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.

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 2021

Over the course of the following year the Group will continue in its efforts to upskill managers and employees on the signs of modern slavery, and what to do should they suspect that modern slavery is present within our business, or that of our suppliers. Whilst we are conducting this upskilling, and as part of current practice we do have visual aids in multiple languages within our sites to prompt potential victims to come forward, speak up and seek help.

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.

A handwritten signature in black ink, appearing to read 'Andy Dale', is positioned above the typed name and title.

Andy Dale
Finance Director
Panther Warehousing Limited
13th April 2021