

Modern Slavery and Human Trafficking Statement

1. Purpose of this statement

This is a voluntary statement which constitutes the slavery and human trafficking statement of Neptune Shipping Agency Ltd (hereinafter "NSA") for the financial year ending 31 August 2023, pursuant to section 54 of the Modern Slavery Act 2015.

2. Our organisational structure

As an international freight forwarder, NSA operates with its coverage of branches providing services to customers throughout the UK and globally. Our business includes the distribution of cargo by air, rail, road and ocean, and the provision of services in specialist areas such as preparing and processing customs documentation. It comprises the five key functions of Finance, HR, IT, Operations and Sales.

3. Our policies and commitments

Modern slavery takes many forms including servitude, forced and compulsory labour, human trafficking and deprivation of liberty for personal or commercial gain. NSA has a zero-tolerance policy approach to all forms of slavery and human trafficking. These are criminal activities and violate basic human rights.

We have robust employment policies and processes in place to ensure our employees have fair and lawful working arrangements. Our policies are designed to ensure that we comply with all legal and regulatory requirements as well as with our internal regulations and other rules of professional conduct.

The following policies exist within our business, which demonstrate our opposition to modern slavery:

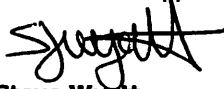
- Modern Slavery Policy
- Employment Code
- Recruitment and Selection Policy
- Wages and Salaries Policy
- Grievance Procedure
- Equal Opportunities and Dignity at Work Policy
- Health and Safety Policy
- Whistle-Blowing Policy

Identifying slavery and human trafficking is a universal issue and there is a mechanism in place for employees to report any risks of slavery or human trafficking. We encourage the reporting of concerns in the first instance through line managers or human resources, or alternatively through the Grievance Procedure or Whistle Blowers Policy where individuals feel this would not be appropriate. As of the date of this statement, no reports have been received.

For further information about our existing policies and commitments please contact hr@nsa.com.

4. Endorsement of this Statement

NSA recognises the importance of the matters considered in this statement and the Modern Slavery Act 2015. We are committed to improving our practices to combat slavery and human trafficking and to ensure there is no slavery or human trafficking in any part of our business. We will continually review our actions and will take all further necessary measures to continue the prevention of slavery and human trafficking in our business. NSA welcomes this opportunity to state its commitment to ethical and responsible practices in all parts of our business.



Steve Wyatt
Commercial Director, Neptune Shipping Agency Ltd
January 2024