



Modern slavery statement



Organisation

This statement applies to Armstrong Logistics Ltd commitment to the section 54(1) of the Modern Slavery Act 2015 and comprises our slavery and human trafficking statement. The information included in the statement refers to the financial year 2018/19.

Armstrong's identifies their duty of care and vigorous approach to slavery and human trafficking and is unconditionally committed to prevent slavery and trafficking within our business, we will endeavour to ensure that its supply chains are free from slavery and trafficking.

Organisational structure

Our Founder and Chairman Justin Armstrong brings his extensive experience to bear in every field of the company, ensuring the principles of honesty, integrity, and professionalism on which he founded the business are maintained. Armstrong Logistics Ltd has developed consolidated logistics centres in Hinckley and Lutterworth, Leicestershire and Doncaster, South Yorkshire, with over 387 employees throughout our 3 sites. Armstrong is controlled by our Founder and Chairman Justin Armstrong and our 2 directors.

Armstrong Logistics Ltd, headquarter is based in Hinckley, Logix Park, Hinckley, Leicestershire, LE10 3BQ

We are extremely proud to be Aldi's approved logistics partner and active partner in Pall-Ex industry. Armstrong's currently work with over 100 key Aldi suppliers across the world. These valued Armstrong clients ship stock directly to one of our warehouses. Inbound freight is either arranged by Armstrong's international partner or the supplier's own haulier.

ALDI

- Having worked with ALDI Stores Limited for an extensive period we have jointly developed with them a consolidation platform for Ambient Goods.
- We store and distribute 300 items of ambient goods you see on the shelves of an ALDI store, working with over 100 manufacturers daily.



- Our consolidation platform has improved cash flow, supply control, margin, efficiency, Corporate Social Responsibility and Availability for all partners.
- We provide all our partners with a performance report daily, identifying the performance by product into the retailer.
- With space for 55,000 pallets in the group we have sufficient space to cater for your needs.

PALL-Ex's

- Armstrong Logistics is an active partner in Pall-Ex's multi-award-winning UK and pan-European palletised freight distribution network.
- Pall-Ex provides award-winning palletised freight distribution services throughout the UK, Europe, and beyond.
- As network members collecting and delivering throughout Doncaster, Armstrong Logistics is one of 100 quality hauliers cooperating to deliver the network's highest standards in every corner of the UK.
- The UK network is linked to interconnected partner networks throughout Europe, which are comprised of more than 250 of the continent's highest-calibre hauliers.

Code of Ethics and Diversity

Armstrong is committed to act with integrity and professionalism in all its dealings with employee, clients, customers, suppliers, and contractors. Armstrong considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity, or being bought or sold as property • being physically constrained or to have restriction placed on freedom of movement.

Commitment

Armstrong Logistics acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Armstrong Logistics understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Armstrong Logistics does not enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Armstrong's in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Armstrong Logistics strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Potential exposure

Armstrong considers its exposure to slavery/human trafficking to be non-negotiable nonetheless, we taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to it.



Due Diligence

Armstrong carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

We continue to train all departments who have direct contact with our suppliers. To identify the warning signs and implications of Modern Slavery.

We will continue to maintain meticulousness with recruitment agencies and agency workers which has allowed a greater level of transparency.

We do require all our recruitment agencies meet the requirement and compliance with our UK law.

We can confirm that no reports or discoveries of slavery or victims of human trafficking within our supply chain or business have been received to date.

In accordance with section 54(4) of the Modern Slavery Act 2015, our Organisation have put measure into place to identify risks.

- reviewing our supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery
- creating action plans to address risk to modern slavery
- To continue to assess the risk of slavery and human trafficking
- To maintain awareness and ensure a high level of understanding of the risks that modern slavery and human trafficking can impose to our business.

Looking Ahead

We will continue to observe the Modern Slavery risk by regularly reviewing training with our managers and new employees. We will also promote a general awareness across our business ensuring all team levels have clear ability to identify any concerns or issues related to Modern Day Slavery.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

This statement has been approved by the organisation's board of directors and is signed by our Chairman

Date of approval: 13.05.19

Signed:

A handwritten signature in blue ink, appearing to read "Justin Armstrong", is written over a blue horizontal line.

Print name: Justin Armstrong

Job Title: Chairman

Date: 13.05.19