

Modern Slavery and Human Trafficking Policy

Peter Norris (Haulage) Limited has made this policy statement pursuant to section 54, part 6 of the Modern Slavery Act 2015 and sets out the steps the company has taken to ensure that slavery or human trafficking are not taking place in our business or in any part of our supply chain. Modern slavery and human trafficking remain a hidden blight in our global society. Modern slavery is a crime and violates people's fundamental human rights. It can take various forms such as; slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another to exploit them for personal or commercial gain.

All employees have a responsibility to comply with this policy and remain constantly alert to the risks brought about by modern slavery in our business and the wider supply chain. Staff are expected to report any concerns they may have in relation to modern slavery and human trafficking and managers are expected to act upon them.

Suppliers (including any sub-contractors) are expected to have their own policy and procedures to protect against modern slavery and human trafficking or act in accordance with our policy when working on our behalf. Our company operates a zero tolerance to slavery and human trafficking and we expect all of our suppliers and sub-contractors to comply the same high standards. Where necessary, we will ensure compliance through management meetings, site visit, internal and external audits.

We carry out suitable and sufficient checks of all applicants for employment with our company. The company has designed and implemented a fair and transparent recruitment and resourcing procedure in relation to our labour practices, false employment and modern slavery in accordance with relevant legislation and standards. All employees and appointees to a new role are required to provide proof of their ability to legally work in the UK. Checks are undertaken with the relevant authorities of these rights. The company expects all contractors and suppliers to maintain our high standards.

We are committed to the ending of modern slavery and human trafficking and seek to work in partnership with our employees, contractors, suppliers and enforcement agencies, to tackle and combat the threat of modern slavery, in accordance with international and national legislation and social and ethical standards.

In order to ensure the highest level of understanding of modern slavery and human trafficking across our business, we provide information and training on induction and to all staff members. This policy will be continuously monitored and updated, especially after changes in the scale or nature of our undertaking or at least every 12 months.

Signed:



Date: 1st April 2026

Peter Norris
Director