



Modern Slavery Statement

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the approach taken by Pallet-Track Ltd to understand all potential modern slavery and human trafficking risks in its business and from within its supply chain. This statement sets out the actions that Pallet-Track Ltd has undertaken to mitigate such risks during the previous financial year ended 31st January 2019 and our plans going forward.

Our policies support our approach to doing business with integrity and professionalism and we expect the same standards from our business partners and suppliers. We continue to focus on improving the effectiveness of our systems and controls to safeguard against any form of modern slavery or human trafficking.

Structure & Supply Chain

Pallet-Track Ltd is a pallet network operating within the UK and provides its partner freight & logistics businesses with a central hub and two regional hubs thus enabling them to maximise operational efficiencies to their customers. Freight & logistics businesses using the network are both customers and suppliers of Pallet-Track Ltd. As a service provider Pallet-Track Ltd regularly utilises employment agencies to support business needs.

Policies on Modern Slavery

In the context of the Modern Slavery Act 2015, Pallet-Track Ltd is a service provider, which co-ordinates the movement of palletised goods on behalf of its customers.

Pallet-Track Ltd is underpinned by a set of corporate policies supporting its commitment to high ethical and professional standards including:

Pallet-Track's Board is committed to delivering high standards of corporate governance and key to this is managing the business in accordance with our Corporate Social Responsibility Policy.

A recruitment policy to safeguard against human trafficking and forced labour including checks on eligibility to work in the UK.

A code of practice which sets out the ethical standards for all employees whilst maintaining workplaces that are free from discrimination or harassment for any reason as protected by law.

Due Diligence

Pallet-Track Ltd will continue to conduct compliance checks with the suppliers that make up our network and it will now include the requirement of their commitment to the prevention of modern slavery and human trafficking and to adhere to our Modern Slavery Policy.

Pallet-Track Ltd will continue to contract only those employment agencies with robust Modern Slavery policies.

If a supplier fails to meet Pallet-Track Ltd requirements either in part or in full further action will be taken, which could mean termination of a business relationship.

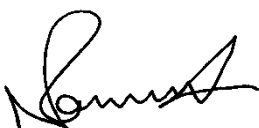
Future Development.

Pallet-Track Ltd will continue to review and improve its policies to ensure that modern slavery or human trafficking cannot take place in its business or supply chain. Pallet-Track Ltd employees are all based in the UK and are either office or warehouse based personnel. All employees receive at least the National Living Wage and as such pose a low risk to the scope of the Modern Slavery Act 2015. In order to enhance policies further Pallet-Track Ltd plans to incorporate the following into its Corporate Policies:

- To continuously improve and widen the scope of its policies in relation to Modern Slavery
- Develop a training programme to ensure that its staff are aware of the Act and how it could affect their actions
- Introduce a whistleblowing policy so that all employees know they can raise or report a concern without fear of reprisal
- Improve pre-existing supplier checks to ensure continued policy compliance

This statement was approved by the Board of Directors on 28th March 2019.

This statement applies to Pallet-Track Ltd and Palman Ltd.



Nigel Parkes
Managing Director
Pallet-Track Ltd