

APC OVERNIGHT – of which Streetwise Couriers are a member of

Slavery & Human Trafficking Statement

This statement is made in accordance with Section 54, Part 6 of the Modern Slavery Act 2015 and sets out the steps that The APC has taken to ensure that slavery and human trafficking is not taking place in our supply chains or in any area of our business since the implementation of our first Slavery and Human Trafficking Statement for 2015 - 2016.

The Company operates in the UK within the transport and distribution sectors. This Company does not knowingly enter into business with any organisation, in the UK or abroad, which supports or is involved in slavery, servitude, forced or compulsory labour and use of human trafficking.

Our business acknowledges that slavery and human trafficking are concealed, damaging and cruel practices that unfortunately are still present in global society. This Company is alert to its responsibility for recognising and tackling this illegal practice and is committed to providing a workplace and building relationships with suppliers where dignity and respect is provided to all.

As an equal opportunity employer, we are committed to ensuring that our working environments are non- discriminatory and respectful. In conjunction with The APC Slavery & Human Trafficking Statement, the Company regularly reviews and amends its policies to ensure they reflect and integrate with our stance on slavery and human trafficking.

The Company is committed to providing a safe and healthy work environment which is free from illegal practices, harassment, and exploitation. We want our people to feel confident that if they become aware of wrongdoing, they can expose this without any risk to themselves. We have comprehensive employment policies and procedures which include Equal Opportunities, Grievance, Whistleblowing, Bribery, Recruitment, Bullying and Harassment.

The Company has invested significantly in its security function which plays a proactive role in compliance and risk management. The Company has auditing processes in place, and we provide relevant training for our managers to improve awareness and highlight the principle risks related to modern day slavery and human trafficking within the business and our supply chain.

The Company has continued to ensure that it provides a positive and supportive working environment for its employees and workers. We continue to offer strong communication channels through; regular staff forums, health and safety forums and a dedicated HR help facility that our staff can utilise. To enhance and encourage two-way communication between our people and the Company we have implemented a worker retention programme which aims to provide early intervention for employee wellbeing matters.

The Company remains committed to the training and development of its people; we have invested in mental health first aider training and have implemented new staff training and development initiatives to encourage disclosure of harassment and bullying. The Slavery Act 2015 and human trafficking awareness is a standard component of our company training plan.

This statement was reviewed in March 2021.