

Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Kuehne + Nagel Limited's anti-slavery and human trafficking statement for the financial year ending 31 December 2022.

At Kuehne+Nagel we are committed to respecting and promoting internationally recognized Human Rights standards across our global supply chain networks, and we have a zero-tolerance approach to modern slavery and human trafficking. Kuehne+Nagel opposes any and all violations or limitations of Human Rights and Dignity of any kind which includes, but is not limited to, any form of discrimination, slavery and torture, human trafficking, or forced and child labour.

We are a leading provider of logistics services and in the financial year ending 31 December 2022 had over 30 locations and approximately 4,000 employees in the UK. Our company comprises five key business units; Air Logistics, Road Logistics, Sea Logistics, Contract Logistics and Integrated Logistics and seven key functions: HR, IT, Sales, Sustainability, QSHE (Quality, Safety, Health and Environmental), Legal and Finance.

The Kuehne+Nagel Code of Conduct, alongside our Supplier Code of Conduct, Human Rights Policy, and our formal support for the [UN Global Compact](#), all demonstrate our commitment to human rights and fair working conditions. Across our business and supply chain, we aim to promote a culture that fully supports and respects human rights, and our Ethics & Compliance Programme is designed to ensure that we comply with all legal and regulatory requirements as well as with our internal regulations and other rules of professional and ethical conduct.

We expect all those in our supply chain and contractor base to meet our ethical standards, and require all of our suppliers to sign up to and comply with the Kuehne + Nagel Supplier Code of Conduct. As part of the Supplier Code of Conduct, suppliers agree not to use forced, indentured, involuntary, or child labour and agree to uphold internationally proclaimed human rights of workers. We take compliance with our Supplier Code of Conduct seriously and any breach allows us to terminate our relationship with a supplier immediately.

In order to identify specific risks of slavery and human trafficking within our business and supply chains we have undertaken a risk assessment. This risk assessment identified the following key risk areas: (1) use of agency and seasonal workers; and (2) our direct suppliers of haulage and transportation services.

In order to combat the key risk areas identified above we have in place a master vendor programme with our suppliers of agency and seasonal workers and a supplier management solution for direct suppliers of haulage and transportation services. These programmes include a rigorous and significant due diligence procedure, designed to support our commitment to work only with reputable organisations who share our zero tolerance to slavery and human trafficking.

Identifying slavery and human trafficking is a universal issue and there is a confidential reporting line in place for employees, suppliers, customers and other business partners to report any risks of slavery or human trafficking and, as at the date of this statement, no reports have been received.

Throughout 2022, we have continued to review our risk profile and have held regular meetings of our internal Anti-Slavery and Human Rights steering group, comprising key stakeholders from across relevant functions within the company. This allows us to remain focussed on the key risk areas in the business, identify any new areas, and take any further necessary steps to continue the prevention of slavery and human trafficking in our business and supply chains.

In order to ensure that our employees have a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we have continued to roll out training to colleagues.

To enhance and complement our own assessment and procedures, and to add in further levels of rigour and good practice, during 2023 we are seeking a third party company to review our modern slavery and human rights risk assessment process and provide us with clear actions for targeting any continuing and new risk areas. This supports our commitment to continuous improvement in our approach to assessing, monitoring and mitigating risks relating to slavery and human trafficking.

The board of Kuehne + Nagel Limited as well as the board of Kuehne + Nagel Management AG recognise the importance of tackling human trafficking and modern slavery and the directors aim to ensure that slavery and human trafficking have no part in the company's operations and supply chain. This statement has been approved by the Managing Director of Kuehne + Nagel Limited for the financial year ended 31 December 2022.



BRIAN COX
Managing Director

Date: 23 June 2023