

Anti-Slavery and Human Trafficking Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Kuehne + Nagel Limited's slavery and human trafficking statement for the financial year ending 31 December 2021.

We are committed to improving our practices to combat slavery and human trafficking and to ensure there is no slavery or human trafficking in our supply chains or in any part of our business.

We are a leading provider of logistics services and in the financial year ending 31 December 2021 had over 40 locations and approximately 4,500 employees in the UK. Our company comprises five key business units Air Logistics, Road Logistics, Sea Logistics, Contract Logistics and Integrated Logistics and six key functions: HR, IT, Sales, QSHE (Quality, Safety, Health and Environmental), Legal and Finance.

Our Ethics & Compliance Program 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 conduct.

We have a zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our ethics we have in place a supply chain compliance programme which requires all of our suppliers to sign up to and comply with 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, which means we only deal 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 mechanism in place for employees to report any risks of slavery or human trafficking and, as at the date of this statement, no reports have been received.

Following the divestment of part of our contracts logistics business in January 2021, our company has undergone an internal restructuring and refocussing of its sector objectives. As such, we are continuing to review our risk profile and update our risk assessments to ensure that we are focussed on the key risk areas in the remaining parts of our business going forward. In addition, we will continually review our actions and will take all 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 rolled out training to our staff.

We are a fully subscribed member of SEDEX and as such, we leverage all platforms and tools available to us through this membership to help audit and monitor our supplier's conduct in relation to slavery and human trafficking. This will involve the use of a Self-Assessment Questionnaire to enable our company to assess how effective we have been in ensuring that slavery and human trafficking is not taking place in any part of our business or supply chains, and provide us with clear actions for improving our business practices.

BRIAN COX
Managing Director



Date: 27 May 2022