



# Movianto

PART OF YUSEN LOGISTICS HEALTHCARE

## Anti-Modern Slavery Statement

This statement is made pursuant to section 54(1) of the Modern Slavery Act, 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2025.

### Introduction

Movianto UK Limited is part of Yusen Logistics Healthcare, a European leader in healthcare logistics operating across 46 countries with more than 25,000 employees worldwide. As a trusted partner in the pharmaceutical and healthcare supply chain, we recognise the particular responsibility we carry to uphold the highest standards of ethical conduct throughout our operations.

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Movianto UK Limited during the 2025 financial year to identify, prevent, and mitigate risks related to modern slavery and human trafficking. It covers our business and supply chains in full.

### Our Commitment

Movianto UK Limited has a zero-tolerance approach to modern slavery and human trafficking in all its forms, including forced labour, debt bondage, child labour, and labour exploitation. We are committed to:

- Acting ethically and with integrity in all our business relationships.
- Implementing and enforcing effective systems and controls to prevent modern slavery.
- Continuously improving our due diligence processes and risk assessment capabilities.
- Engaging transparently with employees, suppliers, and stakeholders on this issue.
- Providing remedy and redress where modern slavery is identified within our sphere of influence.

### Organisation Structure and Supply Chains

Movianto UK Limited provides specialist logistics, warehousing, and distribution services to the pharmaceutical and healthcare sectors. Our UK operations are headquartered in Bedford and serve a diverse range of clients including pharmaceutical manufacturers, wholesalers, and the NHS.

Our supply chain encompasses procurement of transport and haulage services, warehousing consumables, IT and technology services, facilities management, temporary staffing, and professional services. We recognise that the transport, logistics, and staffing sectors carry elevated modern slavery risk, and we apply heightened due diligence accordingly.

### Policies and Governance

We have implemented a suite of policies and procedures to support our commitment to preventing modern slavery:



## 5.1 Anti-Slavery and Human Trafficking Policy

Our dedicated policy sets out our zero-tolerance stance and the standards expected of all employees, contractors, agency workers, and suppliers. The policy is reviewed annually and approved by the Board.

## 5.2 Supplier Code of Conduct

All suppliers are required to comply with our Supplier Code of Conduct, which sets out our expectations on human rights, fair treatment of workers, ethical recruitment, and compliance with applicable law. Non-compliance may result in termination of the business relationship.

## 5.3 Recruitment and Employment Practices

We use reputable, audited recruitment agencies and verify that all workers have the right to work in the UK. We do not charge recruitment fees and ensure that all workers are paid at least the National Living Wage. Employment contracts are provided in plain English and in other languages where required.

## 5.4 Whistleblowing Policy

Our confidential Speak Up (whistleblowing) mechanism enables employees, contractors, and third parties to report concerns about modern slavery, unethical practices, or labour exploitation without fear of retaliation. Reports may be made anonymously. All disclosures are investigated promptly by our HR and Compliance functions.

Governance responsibility for modern slavery sits across multiple functions (Legal, Human Resources, Quality and Compliance, Finance, and IT) with overall accountability held by the Managing Director and reported to the Board.

## Due Diligence

Our supplier due diligence process includes the following steps:

- Pre-approval checks: all new suppliers are screened against our Supplier Code of Conduct and modern slavery risk criteria before onboarding.
- Contractual commitments: contracts with suppliers include explicit anti-slavery and human trafficking obligations.
- Self-assessment questionnaires: suppliers in higher-risk categories complete a modern slavery self-assessment questionnaire annually.
- Audits and site visits: targeted audits are carried out on suppliers identified as higher risk, including unannounced visits where appropriate.
- Ongoing monitoring: supplier performance is reviewed regularly, with modern slavery compliance included in the review criteria.

Where concerns are identified through due diligence or via our whistleblowing channel, we investigate promptly and take appropriate action, which may include requiring remediation, escalation, or termination of the supplier relationship.



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## Training and Awareness

Our Code of Conduct policies and procedures are reviewed at least annually, updated where required and made available to all our employees via our company intranet and face to face team briefings. We are committed to ensuring that all staff understand the risks of modern slavery and their role in identifying and reporting it. Our training programme includes:

- Mandatory e-learning on modern slavery for all new employees as part of induction.
- Annual refresher training for all staff, with completion tracked and reported to the Board.
- Guidance on recognising signs of modern slavery in the workplace and supply chain, and how to report concerns.

In 2025, we achieved 99% employee training completion across our UK workforce. We are committed to reaching 100% completion and to deepening the quality of training content in 2026.

## Key Performance Indicators

We monitor the results of our due diligence processes and the nature of reports made through our whistleblowing hotline. As at the date of this statement, no modern slavery concerns have been identified.

## Approval

This statement has been approved by the Board of Directors of Movianto UK Limited and will be reviewed and updated annually.

Andy Robinson  
Deputy Managing Director, Movianto UK Limited  
28<sup>th</sup> May 2026

Movianto UK Ltd is registered in England and Wales. Company registration number 01243938.  
Registered office: Unit 1 Bedford Logistics Park, Bell Farm Way, Bedford, MK43 9SS.