



Introduction from the Regional Vice President – David Tinsley

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. Movianto UK Limited ("Movianto") has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

Movianto is also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015. Movianto expects the same high standards from all of our contractors, suppliers and other business partners.

Organisation's structure

We are a provider of logistics in healthcare products and supplies in pharmaceutical, diagnostics, medical device and biotech industries across Europe. We operate in the UK, Spain, France, Germany, Austria, Switzerland, Netherlands, Belgium, Nordic, Czech Republic, Slovakia, and Poland. We have around 1,800 employees across Europe, 691 of which are in the UK. Our head office in the UK is in Bedford.

We have an global annual turnover of \$9.7bn.

Our supply chains

Our supply chains include those commonly associated with most logistic providers. As such, for the supply of goods we contract with, for example, fleet providers, MHE providers, pallet providers, fuel providers, packaging and materials providers including transportation pallets, and IS equipment providers. For the supply of services we contract with, for example, security, facilities, payroll services, labour supply of agency workers, vehicle repair and maintenance services, couriers, and IS service support providers.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We are committed to improving our practices to combat slavery and human trafficking. As such, we have introduced an anti-slavery and human trafficking statement which applies to all persons working for us and we encourage our staff to raise any issues with us, their manager or through our whistleblowing policy. The prevention, detection and reporting of modern slavery in any part of our business or supply chains is the responsibility of all those working for us or under our control. All of our staff are required to avoid any activity that might lead to, or suggest a breach of the prohibition on slavery and human trafficking.

Our anti-slavery and human trafficking policy, therefore, reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective

systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values and ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics we have in place adequate protections to ensure that any issues with such suppliers are reported and actioned.

Training


To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we intend to continue raising awareness by providing training to our staff in this regard.

Our effectiveness in combating slavery and human trafficking

We monitor the level of issues raised in terms of anti-slavery and human trafficking in order to measure how effective we have been to ensure that slavery and human trafficking is not taking place in any part of our business or supply chains and how much of a risk this poses within our business.

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 April 2019.

David Tinsley

A handwritten signature in black ink, appearing to read 'David Tinsley', with a long horizontal line extending to the left.

Regional Vice President
Movianto UK Limited

Date: December 2018