

# MODERN SLAVERY STATEMENT

## A) ORGANISATION

This statement applies to NNR Global Logistics UK (referred to in this statement as ‘the Organisation’ or “NNR UK”). The information included in the statement refers to the financial year ending in 31st December 2023.

## B) ORGANISATIONAL STRUCTURE

NNRUK provide logistics services to customers moving cargo from A to B or provide storage and distribution solutions to customers throughout the world in collaboration with sister companies or agents. NNR UK has four offices in UK namely London, Northampton, Manchester and in Glasgow and has branch offices in Poland and Czech Republic. All offices undertake operational activities except NDC, where NNRUK’s storage and distribution centre exist.

Head office in London Heathrow has controlling functions and supported by centralised Accounts, finance, admin and compliance team. The board of directors are situated at London Heathrow office. Each location office is managed by the Branch manager and supported by head office personnel.

Office	Air Exports	Air Imports	Ocean Exports	Ocean Imports	Cross Trade	Logistics Services	Admin and supporting office activities
London Heathrow	√	√	√	√	√	√	√
Manchester	√	√	√	√	√		√
Glasgow	√	√	√	√	√		√
Northampton	√	√	√	√	√	√	√
Poland	√	√	√	√	√	√	√
Czech	√	√	√	√	√		√

The labour supplied to the NNR Global Logistics UK Ltd in pursuance of its operation is carried out in Branch office locations including Poland and Czech.

## C) DEFINITIONS

The NNR Global Logistics UK Ltd considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse of the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

## **D) COMMITMENT**

The NNR Global Logistics UK Ltd acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The NNR Global Logistics UK Ltd understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The NNR Global Logistics UK Ltd does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the NNR Global Logistics UK Ltd in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The NNR Global Logistics UK Ltd strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in UK, Poland Czech [and in many cases exceeds those minimums in relation to its employees.

## **E) SUPPLY CHAINS**

In order to fulfil its Freight forwarding and Logistics services activities, NNR UK's main supply chains include NNR sister companies, appointed agents, Shipping Lines, Major Airlines, Handling agents, and Trucking Companies. These companies are our first-tier suppliers and these suppliers may have further contractual relationship with lower tier suppliers

## **F) POTENTIAL EXPOSURE**

The NNR Global Logistics UK Ltd considers its main exposure to the risk of slavery and human trafficking to exist in its global supply chain, as NNR UK moves cargo through different geographical regions and jurisdiction

In general, the NNR Global Logistics UK Ltd considers its exposure to slavery/human trafficking to be *relatively limited* Nonetheless it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

## **G) STEPS**

The NNR Global Logistics UK Ltd carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The NNR Global Logistics UK Ltd has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the NNR Global Logistics UK Ltd has taken the following steps to ensure that modern slavery is not taking place:

- We assess our suppliers thoroughly to mitigate the risk of modern slavery
- Educate and train staff in regard to identifying and recognise potential weak links
- Continue to monitor the risk to our UK supply chain on an ongoing basis;
- Implement specific training of all UK based management to ensure a high level of understanding of the risks of modern slavery
- Consider further how best to map the supply chains of our overseas businesses.
- Emphasize and re-train staff with our policy of zero tolerance in modern slavery

## H) KEY PERFORMANCE INDICATORS

The NNR Global Logistics UK Ltd has set the following key performance indicators to measure its effectiveness in ensuring modern slavery is not taking place in the NNR Global Logistics UK Ltd or its supply chains.

Statistics relating to supply chain risk training to our Managers  
Volume of supplier desktop reviews and supplier selection  
Number of higher risk suppliers monitored and reviewed  
Number of remedial actions agreed in respect of review findings

## I) PRINCIPLES & POLICIES

Our principles and policies related to human rights include:

- o We are committed to protecting and preserving the rights of our employees, those employed in our supply chain, and those affected by our operations;
- o We believe that all employment should be freely chosen and commit to refrain from any form of forced or involuntary labour;
- o We are opposed to the use of any form of child labour or practices that inhibit the development of children.

The NNR Global Logistics UK Ltd has the following policies which further define its stance on modern slavery

NNR UK has a zero tolerance approach to modern slavery.

Our UK suppliers are required to comply with our ethos and compliance policies

These policies reflect our commitment to acting ethically and with integrity in our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place in our business and UK supply chain.

## J) TRAINING

Given our view that NNR UK's exposure to modern slavery risk is limited, and the existing due diligence processes we already have in place as an organisation, except as noted above, we have not implemented any specific training of our UK employees or key performance indicators in relation to modern slavery and human trafficking during the current financial year.

## K) SLAVERY COMPLIANCE OFFICER

The NNR Global Logistics UK Ltd has a Slavery Compliance Officer; Director A. Chandrakumar, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regard to the NNR Global Logistics UK Ltd obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Signed.....*No signature needed- E signature*.....

Date.....21/11/2023.....

Director/Secretary A.Chandrakumar