

## **DAIFUKU LOGAN LTD ("the Company")**

### **ANTI-SLAVERY STATEMENT**

#### **FOR THE FINANCIAL YEAR 2024**

### **INTRODUCTION**

The Company values its reputation for ethical behaviour and financial probity and has a commitment to act professionally, fairly and ethically.

DAIFUKU LOGAN LTD is a member of the DAIFUKU group of companies and is therefore subject to the Daifuku Group commitments to ethics and sustainable development (including environmental and social responsibilities) as set out in the Daifuku corporate code of conduct and associated documents. The Company has a clear policy to ensure that slavery and human trafficking is not taking part in any of its supply chain and recognises that any such practice would reflect adversely on the Company's image and reputation and on that of its owners.

This statement is made pursuant to s. 54 of the Modern Slavery Act 2015.

This statement sets out the steps the Company has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

### **STATEMENT OF POLICY**

The Company is committed to acting ethically and with integrity in all business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place anywhere in its business or in its supply chains.

### **APPLICATION OF THIS POLICY**

This Policy applies to the entire DAIFUKU LOGAN LTD organisation.

The Company is a designer, manufacturer, installer and integrator of baggage handling and screening systems to airport customers worldwide and, as a consequence, it has supply chains in diverse areas of the World. It also works for many large clients in the airports sector who wish to ensure compliance with the Modern Slavery Act 2015 and ethical practices among their preferred baggage handling suppliers.

The Company is therefore committed to creating and maintaining effective systems and controls to safeguard against any form of modern slavery taking place within its business or supply chain.

This Policy will be made known to customers, contractors and suppliers. The Company will encourage the application of this Policy amongst its business partners, including contractors, suppliers, agents and joint venture partners.

## MEASURES TO BE TAKEN TO COMBAT SLAVERY AND HUMAN TRAFFICKING

### Internal Policies

1. The **Daifuku Group Code of Conduct** issued by the Company's shareholder, Daifuku Co., Ltd, states that it and its subsidiary companies aim to "*act in good faith and comply with all applicable laws, rules, regulations and social norms of each country in all aspects of our business activities*".
2. The Daifuku Group has established the Daifuku Group Human Rights Policy, Basic Procurement Policy, CSR Procurement Standards, and Green Procurement Guidelines. It expects all those associated with its operations, including in the supply chain, to understand and put into practice these policies, and it is advancing efforts to build a sound and sustainable supply chain. One aspect of this is to eliminate child labour, a poor environment, forced labour and working for long hours, and to work on the creation of a positive environment that is suitable for work.
3. The respect for human dignity is one theme of the Daifuku Group sustainability action plan and a stated aim is to "*Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms.*"
4. The Company avoids dealing with contractors and suppliers known or reasonably suspected to be in breach of its anti-slavery policy requirements. It undertakes due diligence, as appropriate, in evaluating prospective contractors and suppliers to ensure that they have effective practices and policies before they are accepted as a supplier or contractor. The Company's supplier questionnaires ensure that this issue is raised with every supplier. This includes suppliers who do not produce an annual Modern Slavery Statement (due to turnover being below £36M) who are asked to explain what policies or measures they have in place regarding the suitability of their workforce and supply chains. The effectiveness of this process is measured by regular communication with suppliers, visits to their premises and audits.
5. The Company conducts its procurement practices in a fair and transparent manner. It will continue to comply with its existing **Practical Guide to Ethics when dealing with Suppliers** which ensures that suppliers are dealt with fairly and transparently but also that in doing so the Company respects laws and regulations, external business practices, company values and internal procedures and that those dealing with suppliers make known and ensure compliance with the Company's obligations as regards ethics, sustainable development and social responsibility.
6. The Company monitors contractors and suppliers as part of its regular review of relationships with them and ensures that its contracts with contractors and suppliers include policies to give the Company a right of termination in the event that they conduct themselves or their business in a manner inconsistent with this policy. This is achieved by the inclusion in supply contracts and subcontracts of the Company's **Ethics and Sustainable Development clause** which includes a provision that the subcontractor/supplier shall "*refrain from utilising child labour or any form of slavery, servitude, forced or compulsory labour or other similar exploitation in compliance with the International Labour Organisation standards and the provisions of the Modern Slavery Act 2015*".

7. The Company's Whistleblowing Policy ensures that all employees are aware that they can raise concerns with the Company or directly to its shareholder about how the Company's workers are being treated or practices within its business or supply chain without fear of reprisals.
8. Compliance with the aims of this policy will be assured by the Senior Management of the Company and their respective departments.

### **Internal Controls and Record Keeping**

The Company will maintain records of its compliance with this policy and the due diligence it carries out.

### **Monitoring and Review**

Senior Management of the Company will monitor this Policy and periodically review its suitability, adequacy and effectiveness and implement improvements as appropriate.

### **Training**

This Policy is communicated to all employees of the Company through established internal communication channels.

Training has been developed by the Company for all its employees to make them aware of the issues surrounding modern slavery and the provisions of the Modern Slavery Act 2015. It explains what practical steps employees can take to protect the supply chain and offers examples of good practice and practical steps to take. The Company's Learning Management System includes a training module enabling employees to recognise the signs of modern slavery and how to report it.

### **Raising Concerns and Seeking Guidance**

Any person with concerns regarding the implementation of this Policy or possible violations of its provisions is encouraged to report those concerns to the Company Solicitor or the HR Manager or to any other member of the Senior Management of the Company. Any such report will be treated in confidence and without risk of reprisal.

The Company has in place a whistle-blowing policy which is set out in Appendix 2 of its Employee Handbook.

### **APPROVAL FOR THIS STATEMENT**

**This statement was approved by the Board of Directors of the Company on 27<sup>th</sup> June 2024.**



**Managing Director  
DAIFUKU LOGAN LTD**

**Date:** 27<sup>th</sup> June 2024