

## **SCAN GLOBAL LOGISTICS GROUP MODERN SLAVERY ACT STATEMENT 2022**

### **Introduction**

This statement is made by the Scan Global Logistics Group ("we", "our" and "us") pursuant to section 54(1) of the UK Modern Slavery Act 2015. It sets out our actions to ensure that any form of modern slavery is not taking place in our supply chain or elsewhere in our organisation. This statement is binding and applies to all persons working for us or on our behalf in any capacity in every country.

This statement covers the financial year from 1 January 2022 to 31 December 2022 and has been approved by the Executive Management on 1 May 2023.

### **Our business organisation and structure**

Scan Global Logistics Group is a global freight forwarder and logistics provider. Our business includes air, ocean, and land distribution and delivering transport and logistics services to the global industry. We have a workforce comprising approx. 3300+ employees in 45+ countries. We rely on a common understanding of how we expect all of us to conduct the Scan Global Logistics Group's business and what it means to act responsibly and with integrity. We believe our purpose can be best fulfilled by bringing a well-founded human approach to everyone anywhere, respecting all human rights and the full equality of all human beings and promoting good intentions and honesty.

### **Our commitments and policies**

Modern slavery takes various forms, including servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty for personal or commercial gain. We have a zero-tolerance policy approach towards any and all forms of modern slavery and human trafficking. We are committed to implementing and enforcing effective controls to ensure that such violations of fundamental human rights do not occur within our organisation. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will ensure that everyone working for or in the Scan Global Logistics Group and any associated organisations are made responsible for the prevention, reporting and detection of modern slavery and human trafficking.

We operate our business following the UN Global Compact's ten principles, in which we have participated since 2015. We respect the principles of the 1998 International Labour Organization "Declaration on Fundamental Principles and Rights at Work" in accordance with national law and practice. We are committed to enforcing and respecting key national and international human rights standards such as the International Bill of Human Rights.

As part of our initiative to identify and mitigate risk, we aim to integrate sustainability into our purchasing and contracting processes by measuring and ensuring compliance with the standards, including but not limited to our Supplier Code of Conduct. We strive to ensure that any and all suppliers are, as a minimum, required to follow our Supplier Code of Conduct. The initiatives are further reflected in our group-wide policies, such as our Code of Conduct, Diversity and Inclusion, Health and Safety, Quality Policy, Human Rights, and Anti-Corruption.

Each year we conduct reviews of all our policies. These reviews for 2022 included expanding our commitment towards the environment and rights of minorities and indigenous people. We further developed a separate Human Rights Policy expanding our commitments and initiatives towards ensuring the abolition of modern slavery within our organisation.

### **Supply chains**

We expect all our business partners to adhere to the same ethical principles and high standards as us. We share information and explain our expectations and expect every internal or external stakeholder to comply with the UK Modern Slavery Act 2015. In addition, we expect and trust that our suppliers will hold their own business partners to the same high standards.

Further, we acknowledge the importance of dialogue with employees, suppliers, agents and other stakeholders and expect them to build awareness and knowledge of human rights and report any malicious behaviour.

Suppose we find that a business partner is non-compliant with our policies or any other requirements relating to anti-slavery. In that case, we will consider such non-compliance as a material breach of contract by the business partner.

Any employee who fails to adhere to the provisions of the UK Modern Slavery Act 2015 may be subject to appropriate disciplinary action and employment-related consequences.

### **Risk assessment and due diligence**

We are committed to continuously improving our practices to identify and eliminate any form of modern slavery throughout the business. As a global freight forwarder, we further recognise that some of our supply sectors are potentially at higher risk due to their geographical place of business. We embrace these risks and understand our responsibility to make sure that additional activities are put in place.

To ensure compliance, we have the right to review our suppliers' facilities and conduct audits of their compliance with the Supplier Code of Conduct requirements, including the UK Modern Slavery Act 2015.

**Reporting and training**

We encourage openness and support a transparent culture that encourages employees and others to raise concerns about any issue, violation, or suspicion of malpractice. We seek to ensure that matters can be raised in confidence without fear of reprisal. Any concern can be raised with the Global General Counsel, the Human Resources Department or submitted anonymously using our Whistleblower system at scangl.com.

Our Compliance and Legal team, supported by our Global General Counsel, oversees and monitors our compliance with the human rights standards and conventions and the UK Modern Slavery Act 2015.

Training in all group policies, including human rights, is conducted for all new employees to ensure a high level of understanding of our business activities and the importance of the seriousness of modern slavery. Training occurs every year in the global mandatory e-learning platform "Academy", with tests all employees must pass to receive a diploma for the training as documentation. This training is mandatory for all employees within the Scan Global Logistics Group.

**Approval**

The Executive Management of the Scan Global Logistics Group has formally approved this statement.



Allan Melgaard  
CEO



Claes Brønsgaard Pedersen  
CFO