



## MODERN SLAVERY and HUMAN TRAFFICKING STATEMENT

Slavery, child labour and human trafficking are serious crimes and a violation of fundamental human rights. There are various forms of 'Modern Slavery' which deprive victims of their liberty and usually involves financial exploitation.

At Trans Global Freight Management Limited we conduct our business fairly, ethically and with respect to fundamental human rights. We are fully committed to the prevention of all forms of slavery, forced labour or servitude, child labour and human-trafficking, both in our business and in our supply chains.

This statement sets out Trans Global Freight Management Limited actions to understand the potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring there is no slavery or human trafficking in its own business.

Everyone who works within Trans Global Freight Management Limited has a responsibility to be alert to the risks, however small, in our business or with the partners with whom we work. All employees are required to report any concerns to management, and these will be acted upon.

### Preventing slavery and human-trafficking in our business

Trans Global Freight Management Limited are an established international freight forwarder and logistic services organisation. We have operations throughout the UK and work with numerous overseas partners in some 120 countries. Our activities involve the movement of goods for our customers and partners.

### Our Suppliers

We work with carefully chosen suppliers, based on long-term alliances and like-minded businesses, we expect our suppliers to assess their business and supply chains and expect them to have a clear Modern Slavery policy in place.

### Due Diligence Processes for Slavery and Human Trafficking

As part of our policy to identify and avoid risk, Trans Global ("The Group")

- Builds long term relationships with suppliers in the UK and overseas and familiarise ourselves with the controls they have in place.
- Ensure that our suppliers are aware of our commitment to the Modern Slavery Act.
- Have systems in place to encourage the reporting of any concerns



### Training

To ensure a high level of understanding of the risks associated with modern slavery and human trafficking in our business, we train the relevant staff. All Directors have been briefed on the subject and are required to ensure standards are maintained throughout our business.

### Combating Slavery and Human Trafficking

The Group makes appropriate checks on employees, recruitment agencies and suppliers, to know who is working for, or on behalf of us.

The Group provides:

- Every employee with a written contract of employment. We pay every employee in accordance with the law.
- We comply with our legal obligations to ensure the health and safety of all of our employees and workers, including in relation to working hours, rest breaks and holidays.
- We use a fully auditable HR & Payroll system.
- We regularly monitor and communicate with all employees.
- Investigate any report of Modern Slavery and take the required action.
- We include our commitment to the Modern Slavery Act in any contract renewals.

This Statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group Slavery and Human trafficking Statement for the current financial year.

This Statement has been approved by the Board of Directors, who will review and update it annually.

Signed:   
Barry J. Ruck - Executive Group Vice Chairman

Trans Global Freight Management Limited

Date: 5<sup>th</sup> January 2026