



# Modern Slavery and Human Trafficking Statement.

Jungheinrich UK Limited

 **JUNGHEINRICH**

# Company statement

**This statement is made in accordance with s.54(1) of the Modern Slavery Act 2015 and summarises the steps that Jungheinrich UK Limited ('JUK') has undertaken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.**

**This statement refers to JUK's financial year ending 31st December 2023 and sets out the steps and actions JUK has taken to ensure modern slavery is not taking place in its operations and supply chain.**

## Introduction

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.

JUK is opposed to all forms of unethical business behavior and has a zero tolerance approach to any form of modern slavery. JUK is fully committed to playing its part in preventing and eradicating any modern slavery and human trafficking in its activities, and firmly supports transparency and collaboration to eliminate the risks of modern slavery to ensure that its supply chain is free from slavery and human trafficking.

JUK's Executive Board has responsibility for ensuring that policies are appropriately implemented within the business. Directors and all management levels of each business area are responsible for compliance with policies in their respective departments.

## Organisational Structure and Supply Chain

JUK specialises in the supply of MHE equipment, warehousing technology and intra-logistics solutions in the UK and has a turnover in excess of £36m per annum.

JUK does not own or operate any factories or manufacturing plants. JUK's supply chain includes companies who supply transport, specialist trade contractors and professional organisations which cover a range of services across the portfolio of products and services that JUK provides for its customers.

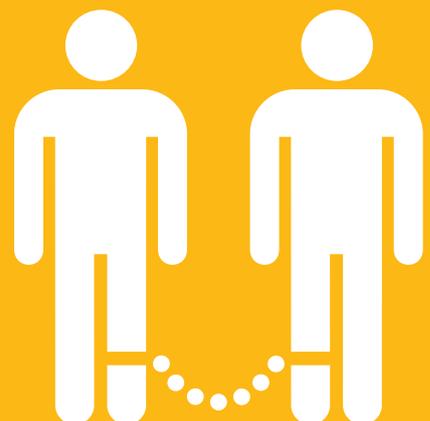
The vast majority of JUK's suppliers (and supply chain) are based in the UK and Germany, with most products and services largely sourced from the UK and Germany.

## Policies

JUK operates a number of internal policies to ensure it conducts its business in an ethical and transparent manner including:-

- Anti-slavery policy: this sets out JUK's stance on modern slavery.
- Whistleblowing policy: which ensures all employees can raise any concerns about practices within the business or its supply chain without fear of reprisal.
- Ethical code of conduct: sets out the manner in which JUK expects its employees to act.
- Supplier code of conduct: sets out the standards required of suppliers to JUK.

JUK's anti-slavery policy applies to all employees, agency workers, seconded workers, interns, agents, contractors, external consultants, third party representatives and all other business partners, and reflects its commitment to acting ethically and with integrity in all of its business relationships and to implementing effective diligence to ensure slavery and human trafficking is not taking place anywhere in its supply chain.



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## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, staff awareness and compliance is managed and supported through direct training and interactive e-learning training, including understanding modern slavery and human trafficking risks, how to identify signs of slavery and human trafficking and what steps need to be taken if slavery or human trafficking is suspected or identified.

JUK also provides additional guidance and training to its procurement team and other relevant members of staff whose roles may be more likely to involve exposure to modern slavery risk so that they are aware of the issues surrounding modern slavery and what to do if they suspect that it is taking place within its supply chain. Selected staff of JUK's procurement team are members of CIPS (Chartered Institute of Procurement and Supply), who undertake additional ethics training annually in line with CIPS global standard of best practice for procurement professionals.

## Risk Assessment

### Suppliers

JUK is committed to operating its business with the highest standards of ethics and integrity, and expects the same high standards from all of its contractors, suppliers and other business partners. JUK are clear on the standards and minimum requirements expected of its contractors, suppliers and other business partners.

JUK maintains an approved supplier list, and evaluates all potential and existing suppliers for risks associated with modern slavery and human trafficking. JUK requires all supplier's to comply with its anti-slavery policy and supplier code of conduct.

As part of its contracting processes, JUK includes specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and requires its suppliers to have suitable anti - slavery and human trafficking policies and processes within their businesses, confirm that they have taken steps to eradicate modern slavery within their business and that they hold their own suppliers to account over modern slavery, and that they pay their employees at least national minimum wage/national living wage (as appropriate/applicable within their country of operations).

Any recruitment agencies used by JUK are also required to comply with its anti-slavery policy and supplier code of conduct and to have implemented policies and procedures to ensure that no agency worker or otherwise is subject to any form of slavery or human trafficking.

## Employees

Regarding its own employees, JUK upholds high standards and operates in line with its recruitment policies and complies fully with the relevant employment laws. JUK operates a robust recruitment policy including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will. All new employees are subject to pre-employment checks to confirm their identity and right to work in the UK prior to starting work at JUK.

## Due Diligence

JUK does not consider that it operates in a high risk sector. Nevertheless JUK continually monitors, reviews and audits its supply chain in accordance with its policies while striving to work with suppliers who share the same values and standards. JUK also monitors the effectiveness and service quality of audit companies it uses on an ongoing basis.

In addition to continual development of JUK's existing due diligence programmes, JUK aims to improve engagement with its suppliers, contractors and other business partners on all environmental, social and governance matters on an ongoing collaborative basis. Many of JUK's suppliers, contractors and business partners are organisations JUK has been working with over the long term, who know JUK as a company with high ethical standards.

## Performance

JUK sees fulfilling its modern slavery due diligence as an ongoing and evolving process.

Proposed suppliers and contractors, including recruitment agencies, are assessed for anti-slavery diligence and compliance by the procurement team as part of the onboarding process.

During 2023 JUK continued to develop its supplier engagement programme to further address any risk of modern slavery in its supply chain including audits or assessments with suppliers, raising awareness of modern slavery issues with suppliers and where necessary imposing sanctions on suppliers who fail to meet requirements or improve performance.

Where issues are identified, JUK works to an internal incident management and escalation process to ensure that it receives all relevant information and act quickly and effectively. In the event that JUK becomes aware of a case of modern slavery occurring within its supply chain, JUK will work with the supplier to implement remedial action. In any such instance, consideration will be given to the approach that produces the safest outcome for any potential victims of modern slavery.

JUK tracks whether there have been any incidents of modern slavery. No incidents were identified in JUK's own business or its supply chain during 2023.

JUK remains committed to ensuring there is no modern slavery or human trafficking in any part of its business or supply chain and acting ethically and with integrity in all of its business relationships.

**This statement has been approved by JUK's Executive Board on 18th April 2024 and constitutes JUK's modern slavery and human trafficking statement for the financial year ending 31st December 2023.**

**Paul Lynam**

Managing Director - Jungheinrich UK Limited

**Jungheinrich UK Ltd**

Sherbourne House

Sherbourne Drive

Tilbrook

Milton Keynes

MK7 8HX

Telephone 01908 363100

Fax 01908 360180

[info@jungheinrich.co.uk](mailto:info@jungheinrich.co.uk)

[www.jungheinrich.co.uk](http://www.jungheinrich.co.uk)

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