



# Modern Slavery and Human Trafficking Statement.

Jungheinrich UK Limited

 **JUNGHEINRICH**

# Company statement

**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.**

**Jungheinrich UK Limited ('JUK') has a zero tolerance approach to any form of modern slavery and is committed to preventing slavery and human trafficking in its activities and to ensure that its supply chain is free from slavery and human trafficking.**

**This statement summarises JUK's actions to understand potential modern slavery risks related to its business and the steps implemented aimed at ensuring that there is no slavery or human trafficking in its own business or supply chain.**

**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's supply chain includes companies who supply transport, specialist trade contractors and professional organisations that provide a range of services across the portfolio of products and services that JUK provide 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.

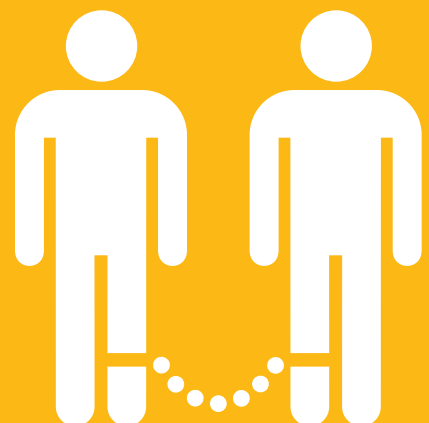
- Whistleblowing policy: which ensures all employees can raise any concerns about practices within the business or its supply chain without fear of reprisal.
- Ethical code of conduct: sets out the manner in which JUK expects its employees to act.
- Supplier code of conduct: sets out the standards required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

## Policies

JUK is committed to ensuring that there is no modern slavery or human trafficking in its supply chain or in any part of its business. 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.



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## 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 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.

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.

## Due Diligence

JUK does not consider that it operates in a high risk sector. Nevertheless JUK will continually monitor, review and audit its supply chain in accordance with its policies. 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.

## Employees

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.

## Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in its supply chain and business, JUK provides training to its procurement team and other relevant members of staff 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.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes JUK's slavery and human trafficking statement for the financial year ending 31st December 2017.



Luuk Snijders  
Managing Director - Jungheinrich UK Limited

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**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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