



# ANTI-SLAVERY & HUMAN TRAFFICKING STATEMENT

2020/2021

**ASENDIA**

BY LA POSTE & SWISS POST



# OUR FIFTH ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

*“Modern Slavery” is the phrase used to describe the crimes of human trafficking, slavery and slavery like practices such as servitude, forced labour, forced or servile marriage, the sale and exploitation of children, and debt bondage. A common thread runs through all of these offences: they involve one person depriving another person of their liberty, in order to exploit them for personal or commercial gain.*

**This is the fifth annual Modern Slavery Statement to be published by Asendia UK Limited, for the financial year ending 31st May 2020.**

## **Asendia UK's business and supply chains**

Asendia UK are e-commerce delivery experts, helping growing businesses to achieve international e-commerce success by providing managed logistics solutions which overcome the challenges of global expansion. We combine the experience and expertise of our founding companies, La Poste and Swiss Post, to provide leading global mail and e-commerce parcel solutions; plus customs clearance, fulfilment, pick and pack, printing, returns handling, and more.

Asendia UK's 'direct supply chain' consists of our valued e-commerce retailer clients around the world, and our trusted business partners: collection, sortation and freight forwarding partners in the UK, and customs clearance and delivery partners in several international jurisdictions. The relationships with the majority of our partners and clients have been established over a number of years and are built upon trust, respect and mutual values. We have close and personal links and keep in regular contact with the owners, directors and senior managers of each partner and client business we work with, to ensure our business and ethical values are aligned.

## **Our Goal and Vision**

Our goal is for Asendia to be known for providing the highest levels of customer service: a business that not only excels in the provision of our services but also can be trusted to deliver on our promises in everything we do. Our vision is simple: we want to be the best provider of mail, packet and parcel solutions to our customers both in the UK and globally. We need to be innovative in our approach and our technology, trustworthy to deal with, and have a culture which is open and friendly. The e-commerce market is continuing to grow; however, consumers want increasingly better services from retailers. The pressure is on us to innovate and create new solutions.

## Synopsis by Simon Batt, CEO

This has been an exciting time for Asendia UK since we published our last statement. We are one year down the line since the acquisition of wnDirect, and one full year since I became CEO of Asendia UK. In this time we have seen the business grow and build on the success of this union. Both businesses have learnt from each other and have brought their best selves to our united teams.

To combat the risks of modern slavery and human trafficking in our own business and in our supply chains, we have taken (and continue to take) steps that we are proud to share with you in this statement; therefore I present our 2020 Modern Slavery Statement, our 5th statement to date, which outlines how we have built up previous foundations to increase the scope and impact of our modern slavery work.



Asendia UK understands that it must play a critical role in being a force for good by understanding and being transparent about its own supply chains. We understand that you cannot eradicate slavery from the supply chain overnight. We are committed to understanding our supply chain, being transparent about what we find, and then working to help eradicate modern slavery. We understand that this is a powerful and crucial journey that all businesses need to take. Modern Slavery is a largely hidden and evolving challenge that we cannot tackle alone. We are proud of our progress but are also aware that there are probably some gaps and challenges in our approach. We are taking steps to understand where these may be and to try and resolve them, while continually learning from and collaborating with others. We will regularly review our business practices to protect the rights of workers, particularly those who are most vulnerable to abuses such as modern slavery.

We value everyone's contribution equally and are committed to providing a healthy and safe working environment. We will not tolerate any discriminatory behaviour or attitude in the workplace and in dealings with our customers, agents or suppliers, or anyone we come into contact with during the working day. We are committed to respecting, protecting and championing the human rights of all who come into contact with our operations, including employees, supply chain workers, customers, and local communities.

### Policies and Practices

We have several policies in place that help us to enforce the standards set to prevent the risk of Modern Slavery in our supply chains and also encourage disclosure of any such practices within our business and throughout our supply chains.

#### *Our Anti-Slavery & Human Trafficking Policy*

This policy clearly defines Asendia's position on Modern Slavery and sets the minimum standards that we expect all of our suppliers to comply with, to ensure the fair treatment and well-being of all workers in our supply chains.

#### *Our Whistle-Blowing Policy*

Encourages our employees and anyone in our supply chains to report concerns of illegal or unethical malpractice within our business or supply chains. The anonymity of whistle-blowers and anyone raising concerns or bringing to our attention practices that do not comply with our policies is protected. Breaches to these policies are not taken lightly. Where there is opportunity to influence change we will work hard with our suppliers to do so. The policy outlines how one can access a confidential Speak Out hotline (available in nine languages, 24 hours a day) to report any concerns about behaviour or practices in our organisation, including breaches of company policy.

### Policies and processes for our employees

Our recruitment process incorporates checks to ensure that we adhere to employment age and right to work laws, and best practice standards such as national living wage thresholds. Our employment

policies including our Employee "Code of Conduct and Business Ethics" policy forms part of our employee induction process. The "Code of Conduct and Business Ethics" policy has its own individual training session and incorporates our stance on these ethical subjects. Employees must confirm that they are committed to, and will participate in training on these policies. Policies are available to all staff via our HR software, PeopleHR and also the employee handbook. All employees must behave in a way that reflects our ethical principles of honesty and integrity and disciplinary measures may be taken against any employee who violates our policies.

### Steps taken

#### *Training and Raising Awareness*

A lot of people work for Asendia UK. We have 3 sites in the UK with associated warehouse units. Agency workers are engaged in our operations to supplement our workforce at our warehouse units and understand the associated risks. To that end all of our employees need to have an active and engaged understanding of the risks of modern slavery to our business and especially within our workforce. We have rolled out training to all teams within the business to educate them on these risks and recognise the indicators of modern slavery. With this knowledge, our employees are more likely to identify possible warning signs and raise issues if they suspect any of our agency workers are trafficked and also recognise if any of our



suppliers look like they might be slipping below our expected standards.

All our agency providers are asked to provide us with their modern slavery policy and statements and to advise their process to ensure their workers are not trafficked.

Regular modern slavery communications are sent out to all employees to keep the issue live in their minds.

Our Anti-slavery and Human Trafficking policy and Modern Slavery statements are published on our website where employees, suppliers, customers and anyone with an interest can read about the risks to our business and the steps we are taking to combat modern slavery.

### Lessons Learned

We have learnt several key lessons over the years since writing our first modern slavery statement. That words are not enough, and if we do not do enough checks down the supply chain, then modern slavery will go undetected. No single method will resolve the complex problem of modern slavery. Preventing and tackling the issue requires context – specific approaches, and effective local, national and international partnerships. It is important that workers who are most at risk of modern slavery are represented in the workplace and during ethical audits, to reduce their risk of being exploited and to make this hidden problem more visible. We will benchmark our actions with best practice amongst similar commercial organisations and emerging caselaw.

### Future steps for 2020 – 2021

Asendia UK understands that it has an ongoing responsibility to continue to assess and mitigate the risk of modern slavery for the long term. Going forward into 2020-2021, we hope to continue to combat modern slavery in the following ways:



- We have many supply chains that contribute to the operation of our business and as Asendia UK continues to grow in size, so do our supply chains. In 2020 we will release our supplier compliance questionnaire the purpose of which is to survey, open a dialogue and to gather information that will help us identify positive practices in our supply chains and focus on what support might be needed. The intention is that this will be sent out annually for all direct suppliers to complete. We hope that the additional information from our questionnaire will enable us to benchmark suppliers and practices to ensure that modern slavery is a key focus when selecting potential business partners.
- We have renewed our commitment at Board level to eradicate slavery from our supply chains and to work collaboratively with others to address those issues we cannot resolve alone.
- Continue to raise awareness of the risks of modern slavery and human trafficking in our business and direct supply chain.
- Continue to request further information on the business practices of our current and future direct supply chain clients and partners.
- Measure and benchmark our performance against the action steps identified in this statement, best practice amongst similar commercial organisations, and emerging caselaw and identify further areas of improvement to add to our annual compliance risk management process.
- Roll-out additional phases of staff training on Modern Slavery.



To date we have not been made aware of or discovered any incidences of human trafficking or slavery within our own business or our direct supply chain. However, as a business, we are committed to continually strive to ensure that any mistreatment of individuals is identified and eradicated at each touchpoint of our business and direct supply chain.

This Statement is made in accordance with the Modern Slavery Act 2015 section 54(1) and constitutes Asendia UK's Slavery and Human Trafficking Statement for the period ending 31st March 2021 and will be reviewed annually.

A handwritten signature in black ink, appearing to read 'Simon Batt'.

Simon Batt - CEO, Asendia UK Limited  
Date: 1st April 2020