# Modern Slavery Statement FY2024

## Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps we have taken to ensure that our business as well as our supply chains are free from slavery and human trafficking during the financial year ending 31st March 2025 and forms our commitment to preventing slavery and human trafficking occurring in any of its corporate activities, as well as seeking to ensure that our supply chains are also free from such practices.

## Organisational Structure

LOGISTEED Europe B.V. UK Office (hereinafter referred to as "LEU-UK") located in Basingstoke, U.K., is a branch of LOGISTEED Europe B.V., headquartered in Waardenburg, the Netherlands, which is a fully owned subsidiary of LOGISTEED, Ltd., a company headquartered in Tokyo, Japan.

LEU-UK is a provider of logistics and freight forwarding services and its Basingstoke facility comprises an active warehousing operation for its Third Party Logistics ("3PL") clients.

## Our Supply Chains and Suppliers

All of our key supply chains originating or destined for the U.K. are owned by our clients. LEU-UK, as a provider of 3PL services, furnishes clients with warehousing and/ or shipping arrangement services, within the UK or further afield. Our key supply chains involve UK and European based providers of air/ sea/ road transportation and for our freight forwarding activities, our approved overseas agencies and sister companies are involved as our origin/ destination counterparts.

## Policies Relating to Slavery and Human Trafficking

As detailed above, our parent company is LOGISTEED, Ltd. As such, the Board have adopted the LOGISTEED Group Human Rights Policy in September 2023 reflecting our commitment to implementing and enforcing effective procedures and controls and to acting ethically and with integrity in all our business activities and relationships.

We make specific provision in our whistleblowing policy for the protection of whistleblowers.

More information about the Compliance Statement is available on our corporate websites.

**LOGISTEED Europe B.V.**

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**Due Diligence**

In order to monitor and mitigate the potential risks of slavery and human trafficking occurring within our supply chains we undertake the following due diligence processes in relation to our service providers:

- All management within our organisation have signed a written pledge, so that all actions are compliant with the Company Group Code of Conduct, in compliance with related laws and regulations, and in compliance with internal company regulations. All staff are made aware of the same Code of Conduct and will facilitate their compliance accordingly.
- Any UK provision for temporary labour are through legitimate agencies and require evidence of eligibility for work.
- All new customers and suppliers are screened by using our internal and external accredited screening sources.
- We check new suppliers' policies through their website statements to ensure their standards comply with our group Code of Conduct standards.

**Approval of Statement**

Pursuant to the delegation of authority approved by the Board of Directors of LOGISTEED Europe B.V., this statement has been approved by Daisuke Nakayama, Managing Director.

March 2025