

# TFS EXPRESS LOGISTICS

Delivering to you **Twenty Four Seven**

## Modern Slavery Policy

Modern slavery is a crime and a gross violation of fundamental human rights. It takes various forms, 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.

TFS has a zero-tolerance approach to modern slavery and is fully committed to preventing slavery and human trafficking in our business activities. We are also committed to ensuring there is transparency in our business and in our approach to tackling modern slavery throughout our supply chains, consistent with our obligations under the Modern Slavery Act 2015. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain.

TFS also expects the same high standards from all of its employees, suppliers, customers and other business partners and, as part of its ethical practices, it includes specific prohibitions against the use of modern slavery, and expects that its suppliers, customers and partners will in turn hold their own business connections to the same standards.

TFS will not tolerate or condone the use of unlawful or forced labour in the provision of its services. It will not accept goods or services from customers or suppliers that utilise unlawful or forced labour in any manner in any part of our company. These crimes exist throughout the world, but human trafficking and slavery are intolerable crimes.

### Definitions

**Human Trafficking:** The recruitment, transportation, transfer, harbouring, or receipt of persons employing to use force or other forms of coercion, of abduction, of fraud, of deception, of abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

**Forced Labour:** All work or service, not voluntarily performed, obtained from an individual under the use of force or penalty.

**Harmful Child Labour:** Consists of the employment of children that is economically exploitive or is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral, or social development.

TFS Express Logistics:

- Will not use forced or compulsory labour, i.e., any work or service that a worker performs involuntarily, under threat of penalty.
- Will ensure that the general terms of employment are voluntary.
- Will not hold passports of migrant workers.
- Will not pay fees to agents other than reputable temp worker agencies where there is an opportunity for workers to engage in temporary to permanent employment.
- Will comply with the minimum age requirements prescribed by applicable laws unless a specific contract contains stricter age requirements.
- Will compensate its workers with wages and benefits that meet or exceed the legally required minimum and comply with overtime pay agreements.
- Will abide by applicable law concerning the maximum hours of labour - such as the provisions of Working Time Directive(s) or other applicable laws.

- Will keep records of and be entirely transparent in complying with the above.

As part of our commitment to ensuring that there is no modern slavery or human trafficking in our supply chain, we have the following internal policies to ensure that we are conducting business ethically and transparently.

Recruitment: We conduct robust checks on any new employee, including eligibility to work in Ireland and the UK, to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing: Each of our employees has been provided with information regarding anonymous whistleblowing reporting that enables them to raise any concerns they might have without fear of reprisals.

We understand the risk of modern slavery taking place with subcontractors and supply chains. As part of our subcontractors and supplier on-boarding process, we carry out a formal approval process across our subcontractors and supply base, which includes a focus upon human rights and labour standards policies.

All our staff receive training periodically, including information and processes to ensure that they are qualified to understand the importance of ethical trading and the risks of modern slavery and human trafficking. It remains at the forefront of their mind when carrying out business activities.

If any customer, supplier, contractor, employee or other business partner is found to violate this policy statement, TFS will take prompt, remedial measures to address the infringement, including but not limited to termination of the business relationship and involvement of legal authority(s).

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