



AIT Home Delivery – Anti- Slavery and Human Trafficking Statement

Background

The Modern Slavery Act 2015 (MSA) requires large businesses, with an annual turnover of over £36 million, to be transparent about their efforts to eradicate slavery and human trafficking. This statement therefore explains the steps we have taken during the financial year of 1st January 2024 – 31st December 2024 to ensure that slavery and human trafficking is not taking place in any of our supply chains, or any part of our business.

The Group is fully committed to preventing acts of modern slavery and human trafficking from occurring, whether in our business or our supply chains, and we require the same standards of our suppliers.

This statement also applies to Ingleby (2016) Limited. It will be made available on our website to all who engage with us, whether in employment or in business, so that those parties may familiarise themselves with the contents, and also to the Government Registry.

The Organisation & Our Colleagues

Established in 1989, AIT Home Delivery (formally Panther Warehousing) is a provider of two-person delivery and collection services within the logistics sector. AIT Home Delivery UK is now a subsidiary company of AIT Worldwide Logistics following an acquisition in 2020.

The Company employs approximately 1200 people across our Head Office and the depots which are located throughout the UK.

AIT Home Delivery's workforce consists of a combination of employed and agency staff depending on local labour conditions and demands. The depots have good relationships with the agencies that supply labour to the Company, as well as a robust on-boarding and induction process for employees, and those that transition from agency to permanent employees

The Group's recruitment and onboarding processes are continually reviewed and ensure that all employees' status to live and work in the UK are checked prior to them commencing employment within the Group through recruitment software to increase compliance across the recruitment process. The Company ensures that briefings are held with all hiring managers with the most up to date right to work guidance, including how to conduct checks. Documentation to support these briefings is readily available on the HR system. Further, the Group enlists the support of an Employment Law and HR Consultancy firm to ensure that we comply with all legislation relating to the initial and ongoing employment of our colleagues.

The Company has a new vetting process that has been adopted for directly employed and third parties including reference checking and DBS checks, which demonstrates a more robust approach to identifying risks associated with employing people.

The Company completes regular audits to understand who is working in the business, directly, and a dedicated team audit third parties and steps are taken to ensure that they have the right to work, and that the third parties know how to properly conduct these checks. Where problems are identified with a third party worker, they are unable to work until the matter is resolved.

National Living Wage audits and other procedures are in place to ensure that everyone is receiving the correct rate of pay inline with statutory requirements.

As part of the organisation's induction process and throughout workers' employment with us, we train all staff to treat others with respect and courtesy as well as ensuring they adhere to all relevant laws, regulations and standards. This is an ongoing due diligence process. We focus on ensuring our management team is not only aware of the requirements to be alert to modern slavery but can also address concerns raised by their team or any suppliers. If any worker is found in breach of our policies, we ensure suitable disciplinary action is taken which can include termination.

Our Policies

We allow all individuals who work or provide services to us, the right to freely choose employment and, the right to associate freely with other individuals.

Workers are free to choose whether to join a trade union or not and as a result of our training, we offer an environment which is free from harassment and unlawful discrimination. We ensure our working practices are in accordance with the Equality Act 2010 and all employment legislation. We do not engage in forced or involuntary labour and have a zero-tolerance approach to the same, meaning we do not tolerate any of our suppliers engaging in such conduct. We require suppliers to certify that they do not participate in any forced or involuntary labour with their workers, subcontractors, agents, or associates.

Our employment policies on Equal Opportunities, Dignity at Work, Grievance, Whistleblowing and Anti-Bribery and Corruption, Human Rights, our Code of Ethics and Spotting Modern Slavery training support our endeavours to encourage a positive working environment free from harassment and unlawful discrimination all support our commitment to tackling Modern Slavery.

The Board of Directors are updated on all areas of risk and reinforce the requirement for compliance and to act in accordance with all policies.

Suppliers

The Group's principal suppliers are haulage firms, specialist contractors and reputable recruitment agencies, and therefore we do not consider them to be high risk.

However, we do establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. All suppliers of goods and services to Panther must comply with all relevant legislation and standards as relevant to their industry, including, human rights, bribery and anti-corruption and health and safety. We regularly audit our suppliers on their compliance with this.

Any instances of non-compliance with the MSA, or allegations of potential modern slavery in either our Group, or in relation to a Supplier would be thoroughly investigated and dealt with appropriately on a case-by-case basis. Any allegations of non-compliance would always be reported to the Group's Board of Directors.

Focus for 2025

Over the course of the coming year the Group will continue in its efforts to identify potential issues related to modern slavery or human trafficking. The intention for this year is to continue to provide further training, including refresher training, regarding modern slavery for all staff, not just line managers, which will lead to them being able to identify any potential issues related to modern slavery and raise these accordingly.

It is also our aim to make all company policies and training guides available in multiple languages and formats including audio, so they are easily accessible for all.

A handwritten signature in black ink, appearing to be 'Andy Dale', written in a cursive style.

Andy Dale

Commercial Director Home Delivery Global

AIT Home Delivery

27th April 2025