

UK Modern Slavery Policy Statement	FHB-UK-00001 Rev 0	Effective: October 2016
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BERTLING UK MODERN SLAVERY & HUMAN TRAFFICKING STATEMENT

Bertling is a privately owned business providing skilled services in the fields of logistics and project freight management, specialising in the safe, effective and timely delivery of specialist cargo to challenging or remote locations. Bertling has grown into a global company with 65 offices in 35 countries and throughout its 150 year history has been committed to applying the highest standards of ethical conduct and integrity.

Bertling conducts its business in accordance with the values and principles set out in our Values and Code of Conduct. These core values are designed to ensure professionalism in all that we do; respect for employees; fair operating and labour practices; a concern for safety and environmental protection and a commitment to contribute to the development of the communities where we do business. We promote human rights and reject the use of child, forced or bonded labour and expect the same standard from our partners and suppliers.

We have reviewed our employment and procurement activities in accordance with the legislative requirements and confirm the following steps have been, or are in the process of being, undertaken to comply with the UK Modern Slavery Act 2015:

- To highlight the policies that Bertling has adapted to combat modern slavery we have extracted them from our Ethical Business Policy and Values and Code of Conduct and published the following document: Bertling Policies and Values Relevant to Combatting Modern Slavery, Human Trafficking and Forced Labour
- A risk assessment of Bertling's business is currently being undertaken; beginning with our UK managed business, which will identify areas at high risk of exposure to modern slavery. These risks will be managed through due diligence tools, including improved processes for the approval and control of subcontractors, ref: B_L-QHSSE-0014/0015
- We have enhanced our supplier prequalification and control procedures ref: B_L-QHSSE-0014/0015 to include sections regarding slavery and human trafficking in the pre-supplier questionnaire and selection process
- Our subcontractor contracts require service providers to comply with Bertling's ethical values and principles including our position on slavery and human trafficking
- We are developing a training package to communicate to employees and suppliers our commitment to fighting modern slavery, our expectations of them towards helping us achieve this goal and what action we can take together to have an impact
- We have issued a communication to employees and subcontractors promoting the use of the Bertling compliance helpline as the communication channel to report any concerns regarding forced labour, slavery or human trafficking
- As a signatory of the UN Global Compact we publically demonstrate our commitment to combatting slavery, human trafficking, forced and bonded labour and support the UNGC four pillars of human rights, labour rights, environment and anti-bribery and corruption, as detailed in the Bertling UNGC Communication on Progress 2016

Signed:	Name & Title:	Date:
	Colin Maclsaac Regional Director UK/Caspian	21 October 2016