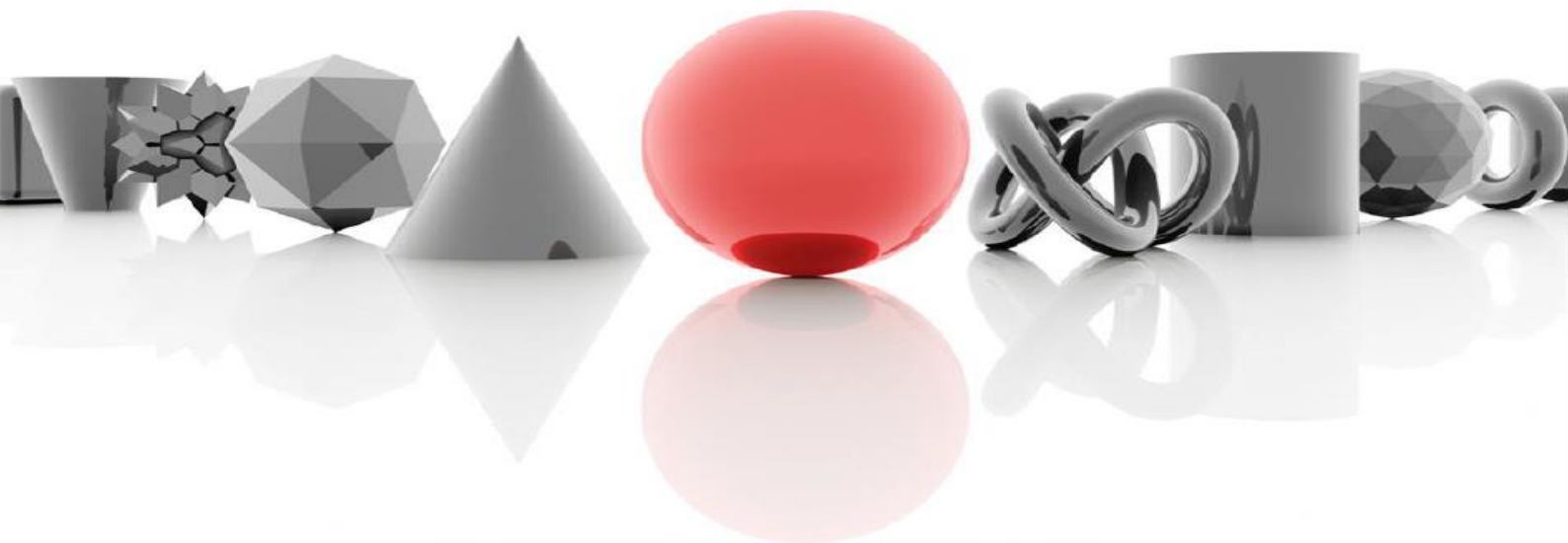


ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

Last Updated

29th November 2021





OPENING STATEMENT FROM SENIOR MANAGEMENT

syncreon is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain, and imposes the same high standards on its suppliers. syncreon UK has a zero-tolerance approach to Modern Slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We will implement and enforce effective systems and controls to ensure Modern Slavery is not taking place in our business and supply chains. We are committed to ensuring our business is transparent, as such as we will comply with the disclosure obligations under the Modern Slavery Act 2015.

STRUCTURE OF THE ORGANISATION

syncreon is a specialized provider of integrated logistics services to global industries. We offer advanced supply chain solutions designed and customized to achieve maximum flexibility and agility that enable our client to achieve the highest efficiency in their business. The company was formed in January 2007 when Walsh Western International and TDS Logistics, both leaders in their respective areas of global chain management, joined forces to establish a new company.

To find out more about the nature of our business, please click www.syncreon.com

syncreon expects our contractors, suppliers, and other business partners to uphold high standards in all business practices: as part of the contracting processes, we include prohibitions against the use of staff sources from forced, compulsory or trafficked labour, anyone held in slavery or servitude. syncreon expect their supplier to hold these high standards.

POLICIES

Our commitment to human rights which covers topics such as forced labour, slavery, child labour, work place abuse and human trafficking is outlined in our supplier code of conduct and in our human trafficking and forced labour policy. In addition to this syncreon follows the requirements of the Responsible Business Alliance (RBA).

DUE DILIGENCE

As part of syncreon's efforts to monitor and reduce the risk of slavery and human trafficking occurring within our supply chains, due diligence is carried out in subjecting our suppliers to the Ad-Hoc screening process, consisting of the performance of audits and inspections.

Our procedures are designed to:

- establish and assess areas of potential risk in our business and supply chains
- monitor potential risk areas in our business and supply chains
- report reasonably suspicions and actual facts to the relevant local and national authorities
- reduce the risk of slavery and human trafficking occurring in our business and supply chains
- provide adequate protection for whistle blowers
- reduce risks and increase compliance

We will ensure our suppliers adhere to our Supplier Code of Conduct. We enforce a strict code of compliance and do not tolerate slavery and human trafficking within our supply chains. Should we find evidence of a failure to comply with our Supplier Code of Conduct we will immediately seek to terminate our relationship with the relevant supplier.

syncreon UK also has in operation a compliance hotline providing an avenue for reporting concerns including those relating to possible slavery and human trafficking offences. Anyone reporting such a concern shall be adequately protected by syncreon UK.

FURTHER ACTIONS

Following our review of our actions this financial year to prevent slavery or human trafficking from occurring in our business or supply chain, as well as continuing to work towards all our suppliers having signed our Supplier Code of Conduct, syncreon UK intends to invest in educating our employees to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through effective training programs, we intend to encourage our employees to identify and report any potential breaches at syncreon UK in relation to anti-slavery and human trafficking.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and constitutes syncreon's slavery and human trafficking statement for the financial year ending December 2021.

Signature:

A handwritten signature in blue ink, appearing to read "Brian Enright".

Brian Enright

syncreon Holdings UK

Date: 29th November 2021