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## UK MODERN SLAVERY ACT TRANSPARENCY STATEMENT

This transparency statement is submitted pursuant to sections 54(4)(a) and 54(5) of the Modern Slavery Act 2015 for fiscal year ending 31 December 2020.

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Expeditors International (UK) Ltd. (“Expeditors”) is committed to ensuring that there is no modern slavery or human trafficking in any part of its business or that of its service providers. Expeditors does not tolerate abuses of applicable labor standards, including any forced, bonded, or compulsory labor or any employment of workers below the minimum legal age of employment, and is committed to full compliance laws and regulations prohibiting trafficking in persons. Our Ethics & Compliance Program is designed to ensure that Expeditors maintains compliance with all applicable law and regulations.

### Overview

The Modern Slavery Act 2015 requires commercial organizations supplying goods or services with a turnover of more than £ 36 million to prepare and publish an annual slavery and human trafficking statement. This statement must set forth the steps that the organization has taken during its financial year to ensure that slavery or human trafficking, which includes recruiting, harboring, transporting, providing, or obtaining a person for labor or services through use of force, fraud, coercion, abduction, deception, abuse of power or position, or giving receiving of payments or benefits to achieve the consent of a person having control over another person for the purposes of exploitation, is not taking place in any parts of its own business and any of its supply chains.

### Our Policies

Expeditors’ [Code of Business Conduct](#) establishes our expectations and creates accountability with respect to labor standards and other ethical concerns. Our Code of Business Conduct applies to all of our employees, directors, and officers, as well as to our service providers. Approved transportation, warehouse, and customs brokerage-related service providers are required to certify their compliance with all applicable laws, regulations, and our Code of Business Conduct. These service providers also are subjected to our risk-based due diligence process to determine whether they are eligible to enter into a commercial relationship with Expeditors.

### Our Practices

Expeditors has taken steps to address human trafficking and modern slavery risk, including:

- Establishing a Combatting Trafficking in Persons Standard, which outlines the key issues surrounding modern slavery, our general guidelines applicable to employees, officers, directors or third-party providers doing business with Expeditors, as well as a process for raising concerns internally, including an employee helpline, operated by an independent service provider, to enable anyone to anonymously report any suspected misconduct;
- Providing an Employee Assistance Program which supports employees’ health via free counseling sessions on issues related to mental health, legal and finances;
- Implementing employment policies that protect our employees from unfair treatment and promote a safe and inclusive workplace environment; and

- Providing annual training on human trafficking prevention to increase awareness of this issue among all employees in an effort to detect and report any concerns.

#### **Raising Concerns**

Every employee, director, officer, and third party acting on behalf of Expeditors is required to report any known or suspected violation of our Code of Business Conduct, including any abuse of applicable labor standards and, specifically, any suspected instance of forced, bonded, or compulsory labor or employment of workers below the minimum legal age of employment. We take all reports of potential violations seriously and investigate all reported violations.

This statement was approved by our Board on 21 June 2021 and signed on their behalf.



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Tim Barber  
Director, Expeditors International (UK) Ltd.  
Executive Vice President, Europe  
Expeditors International of Washington, Inc.