

MODERN SLAVERY STATEMENT

Our Commitment

Arrow XL Limited is committed to preventing acts of modern slavery and human trafficking from occurring within its business and imposes the same high standards on its suppliers.

We have systems in place to identify and assess potential risks and to ensure we protect whistleblowers.

Structure of the business

We are a provider of a national two - person home delivery and collection service within the logistics sector.

The Company has 1200 employees operating nationwide. We currently have five main warehouse and distribution hubs and a number of satellite locations across the UK.

Our workforce consists of a combination of employed and agency staff depending on local labour conditions and demands. It is considered that the main risk to the business in terms of potential exposure to slavery and human trafficking lies in the utilisation of agency staff, particularly unskilled warehouse staff.

Another potential risk is where we sub-contract delivery services to third parties. However, it should be noted that the majority of our delivery services are carried out by employed delivery crew members in conjunction with agency staff.

Policies and Procedures

As part of our commitment to combating modern slavery we have updated our supplier Code of Conduct to include provisions outlining our expectations of suppliers concerning the prevention of slavery and human-trafficking.

The Code of Conduct is reviewed and revised regularly and is published on our website. We insist that the labour agencies and sub-contractors that we use contract on our standard written terms which make compliance with our supplier Code of Conduct compulsory regardless of the size of the supplier's organisation. Failure by a supplier to comply with the Code gives rise to an immediate and automatic right for us to terminate the relationship.

In the last 12 months, we have introduced a documented review process at the procurement stage for all contracts with new suppliers. Procuring managers must consider whether a supplier poses a potential risk in terms of slavery or human trafficking. Contracts will not be approved and signed off by our executive team and legal department unless the procuring manager adheres to this process.

We are also reviewing the way the business appoints labour agency staff. We propose to limit the number of agencies we use and to appoint as many agencies as possible via a central umbrella agency in order that our use of agency labour is more controlled, consistent and transparent.

In addition to our supplier Code of Conduct, we are introducing an updated staff policy on modern slavery to increase awareness and vigilance across the business. The policy will be published internally to all staff and included in our staff induction process to make all new colleagues aware of our procedures from the outset.

Our whistleblowing policy protects members of staff who report any concerns in relation to slavery or trafficking.

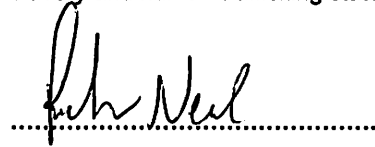
Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our business we provide awareness training to relevant members of the people and procurement departments and the subject is covered in our induction training.

Further actions and sign off

Following our review of actions this year to prevent slavery and human trafficking from occurring in our business and supply chains, we intend to continue to pro-actively review and take further necessary steps to tackle slavery and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Arrow XL Limited slavery and human trafficking statement for the financial year ending 30 June 2017.

A handwritten signature in black ink, appearing to read "Richard Neal", is written over a horizontal dotted line.

Richard Neal

Director, Arrow XL Limited

Dated: 2ND JANUARY 2018