



Lineage UK Holdings Limited

# Modern Slavery Statement



## ***Introduction from the Executive Leadership Team***

We are dedicated to upholding and enhancing our practices to combat slavery and human trafficking. Our commitment includes taking steps to ensure there is no slavery in any of our supply chains or within our own operations.

## ***Organisation Structure***

Lineage UK Holdings Limited and its operating subsidiaries operate via their two key UK divisions: Logistics and Food Sales.

In the UK, we operate 13 cold storage facilities, employ over 1,700 team members, and have the capacity to store more than half a million pallets of food nationwide.

## ***Our Business***

Lineage is the one of the world's leading temperature-controlled warehousing and logistics providers, we are reimagining the global food supply chain to fight food insecurity and eliminate waste at our facilities around the world.

Our temperature-controlled warehouses and global integrated solutions offer an all-in-one approach to handling customers' products across the food supply chain. By combining cold storage and transportation, we can streamline customers' supply chains across storage, consolidation, wholesale, export and more.

## ***Our Policy on Slavery and Human Trafficking***

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business and expect our suppliers hold a similar ethos.

Our internal policies and processes are designed to ensure that all team members have the appropriate rights to work and are employed in accordance with local employment legislation. Such policies are regularly reviewed and updated, as required. Lineage only uses reputable employment agencies and verifies the practices of any new agency before accepting workers from that agency.

## ***Lineage UK Holdings Limited and its Operating Subsidiaries' Guidance on Modern Slavery is to:***

- Comply with legislation and regulatory requirements.
- Make suppliers and service providers aware that we promote the requirements of the legislation.
- Consider modern slavery factors when making procurement decisions.
- Develop awareness of modern slavery issues.

## ***We will:***

- Aim to include conditions or criteria in specification and tender documents wherever possible to address the risk of modern slavery.
- Evaluate specifications and tenders with appropriate weight given to modern slavery risks.
- Encourage suppliers and contractors to take their own action and understand their obligations to the new requirements.



**Lineage UK Holdings Limited and its Operating Subsidiaries' team members must:**

Work with the Head of Departments when looking to work with new suppliers to ensure appropriate checks can be undertaken.

**Sales and Buying team members will:**

- Aim to check and draft specifications to include a commitment from suppliers to support the requirements of the UK's Modern Slavery Act.
- Will not award contracts where suppliers do not demonstrate their commitment to ensuring that slavery and human trafficking are not taking place in their own business or supply chains.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the year ending 31 December 2023.

**SIGNATURE:**

**Claire Walters**

A handwritten signature in black ink, appearing to read 'CWalters', written over a light blue horizontal line.

**Director and Regional Vice President**