

MODERN SLAVERY ACT 2015 ANTI-SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Röhlig Logistics GmbH & Co. anti-slavery and human trafficking statement for the year ending 31 December 2019.

Slavery and Human Trafficking is a criminal offence and a violation of fundamental human rights under the Modern Slavery Act 2015 (the "Act"). Slavery is an umbrella term for activities involved when one person obtains or holds another person in compelled service.

Someone is in slavery if they are:

- Forced to work through mental or physical threat
- Owned or controlled by an 'employer', usually through mental or physical abuse or the threat of abuse
- Dehumanized, treated as a commodity or bought and sold as 'property'
- Physically constrained or have restrictions placed on his/her freedom

These situations extend to forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

One of the main risk area was identified in our direct suppliers of haulage and transport services.

Combatting this risk is enabled by our effective Supplier Vetting and Onboarding system that enforces that no slavery or Human trafficking is taking place anywhere within our internal or external supply chain. The same high Röhlig standards are expected from all of Röhlig contractors, suppliers and other business partners.

Röhlig has zero-tolerance to slavery and human trafficking and Röhlig is committed to act ethically and with integrity in all of its business dealings and relationships. Business partner are to comply to the Röhlig Supplier Code of Conduct and to agree to uphold human rights internationally.

This statement applies to all persons working for Röhlig or on its behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, agents, contractors, external consultants, third-party representatives and business partners. Employees are expected to notify their manager or make use of the whistleblowing hotline, if an employee believes or suspects that a conflict with this statement has occurred, or may occur in the future. Röhlig may terminate relationships with other individuals and organizations working on its behalf if they breach this statement.



Philip W. Herwig
Managing Partner



Hylton Gray
CEO Air Freight, Sea Freight,
Contract Logistics & Projects



Ulrike Baum
Chief Human Resource Officer



Dr. Robert Gutsche
Chief Financial Officer

Bremen, March 2020