

Modern Slavery and Human Trafficking Statement

This statement covers all of Ryder Maritime Logistics operations. Ryder Maritime Logistics is a logistics and haulage business which operates within the United Kingdom and throughout Europe and Northern Ireland.

Modern Slavery is an umbrella term which includes human trafficking, slavery, servitude, and forced or compulsory labour. It is a crime and a gross violation of fundamental human rights.

This statement is in accordance with section 54(1) of the Modern Slavery Act of 2015. This statement constitutes Ryder Maritime Logistics modern slavery and human trafficking statement for the financial year of 2025.

This statement applies to all persons working for Ryder Maritime Logistics and those working on our behalf. This includes but isn't limited to employees at all levels, external parties, business partners and third-party representatives.

Ryder Maritime Logistics is aware that Modern slavery exists in many forms in the UK and throughout Europe. We have a zero-tolerance policy to any acts of modern slavery or human trafficking within our business and our supply chains operations.

At Ryder Maritime Logistics, we are committed to acting with integrity and ethically in all our operations, relationships and business dealings to ensure there is no modern slavery or human trafficking in any part of our business. We actively enforce and implement effective systems to ensure slavery and modern trafficking does not happen anywhere within our business or supply chain.

We are also committed to ensuring that within our supply chains and our business, there is transparency consistent with the disclosure obligations under the Modern Slavery Act of 2015. Ryder Maritime Logistics is responsible and dedicated to acting responsibly and ethically. We expect these same high standards from our business partners, collaborators, contractors and everyone within our supply chain. Anyone that fails to meet these standards may risk their ability to do business with Ryder Maritime Logistics.

We hold all of our suppliers, contractors, and all other business partners to our high values. In order to mitigate risk whilst working with suppliers in our supply chain we have processes which include but aren't limited to;

- Identifying and assessing potential risks when considering and commit to new suppliers.
- Assessing and monitoring risk within in our supply chains
- Mitigate any risk of slavery and human trafficking in our supply chains
- Protecting whistleblowers

We ensure regular staff training to ensure every member of our team is aware of the different types of human trafficking, how to report any potential cases and spread awareness throughout our supply chains and business operations. Everyone is responsible for identification and reporting of any risks whether that be from staff, suppliers and any other business partners etc.

Ryder Maritime logistics has not experienced any instances of human trafficking or slavery within our business operations or supply chain, both internal and external. However, if such a report was made to us, we would act immediately. Any reports will be fully investigated to the appropriate authorities and remedial actions would be taken. We support anyone who raises concerns or suspicions of any form of human trafficking or slavery taking place.

We are responsible day to day for enforcing our slavery and human trafficking policy, maintaining its controls and procedures and modifying where necessary to ensure we are appropriate and effective in preventing human trafficking and slavery.