



**Aramex Modern
Slavery
Statement**

Introduction

Aramex (UK) Limited (a company registered in England in Wales under Company Number 02025299) as well as its holding company (Aramex PJSC Limited) and its subsidiaries (together "Aramex") respects and promotes ethical labour practices. Consistent with this principle, Aramex takes a zero-tolerance approach to any form of modern slavery in its operations or supply chains.

This statement is intended to meet the requirements of section 54 of the Modern Slavery Act 2015 (UK) and constitutes our modern slavery statement for the 2019/2020 financial year.

Our Business

With over 35 years' experience, Aramex operates a global delivery and logistics network across more than 68 countries. Approximately 16,000 Aramex employees provide a diverse range of transport and logistics solutions covering road, air and sea to help customers meet their global supply chain needs.

Aramex provides a diverse range of services to customers across the world, including:

- Freight forwarding;
- Logistics and supply chain management;
- International and Domestic Express Delivery;
- Shop and ship;
- Information Management Solutions (Infofort); and
- E-commerce.

To assist in the delivery of these services, Aramex works with an extensive network of suppliers, franchisees, subcontractors and agents including (but not limited to) national and international airlines, sea lines and (regionally) leading land freight operators.

In the UK, Aramex offers freight forwarding solutions and international delivery services to customers operating in or from the UK. Through our extensive freight forwarding network and comprehensive transportation solutions, we offer door-to-door delivery services from one or more multiple suppliers into the warehouse with smooth customs clearance. We aim to include both local and global suppliers in our supply chain.

At Aramex we make sure to engage with our suppliers through different channels and on as regular basis as required. Being a local entity in the geographies we operate, we ensure to source locally where available and possible, therefore much of our spending is on local suppliers.



Key Steps Taken to Date

Aramex takes a zero-tolerance approach to any form of modern slavery. In support of this statement, we take the following steps to identify and manage risks of modern slavery within our business operations and supply chain:

1. Employment Policies and Procedures

Aramex has in place a number of policies which are designed to ensure that people are treated with dignity and respect and that as a minimum, we comply with national legal requirements regarding wages and working hours.

The Aramex policies that address the types of activities contemplated under the Modern Slavery Act 2015 (UK) include:

(a) Aramex Code of Conduct

Aramex invests considerable time and expertise to make a positive contribution in all of the jurisdictions in which it operates. To that end, at a group level, Aramex has in place a Code of Conduct (“the Code”). The Code sets out the principles of Aramex Corporate policies that relate to legal and ethical standards of conduct. This includes policies relating to compliance, anti-corruption, non-discrimination, equal employment opportunities, equitable and fair treatment and safe, secure and healthy working conditions. The Code is stated to apply to all directors, employees, business partners, suppliers, consultants, and any other party representing Aramex.

Aramex considers that, on the whole, its implementation of the Code and related policies establishes an ethical culture and environment in which knowingly allowing human slavery or abuse to enter Aramex’s operations or supply chain will not be tolerated.

Steps taken in last 12 months: The Code was reviewed, updated and communicated to employees in October 2019. In order to ensure understanding and compliance, all employees received an initial training on the new Code, which will be followed up by annual online training as a refresher. The Code is published on our website and can be found at this link:

- [COM 1151 - \(H\) Aramex Code of Conduct](#)

(b) Human and Labour Rights Policy

The Aramex Human and Labour Rights Policy supports and adheres to the principles set out in the UN Declaration of Human Rights and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work (including Social Accountability 8000 standard¹ regarding child labour and minimum working age).

Our Human and Labour Rights Policy sets out our expectations regarding forced/ compulsory labour, working hours, child labour, freedom of association, employment/ working conditions and working rights.

(c) Whistleblowing

Aramex's Whistleblowing policy encourages individuals to raise suspected misconduct, including breaches of the Code. All allegations received are taken seriously and investigated as appropriate. Aramex takes a timely and proportionate approach to implementing corrective or disciplinary actions and learnings which arise as a result of disclosures made under our Whistleblowing policy.

Steps taken in last 12 months: In an effort to strengthen our organizational policies and procedures, our Whistleblowing policy and procedure was reviewed, updated and communicated to all employees in August 2019.

2. Training and building awareness

Aramex continues to raise awareness of human rights with training and eLearning on the Code. This is ongoing.

3. Managing our relationships with third parties

Engaging third parties is a necessary part of our business. However, we understand that any illegal acts they carry out while conducting business for us may impose risks on Aramex. In order to mitigate this risk, wherever possible we only choose business partners that we would feel comfortable representing our brand and values. In support of this, we take the following steps when engaging third parties:

(a) Aramex standard contractual terms and conditions

Where possible, we seek to impose contractual terms on our suppliers requiring them to comply with our Code and any applicable laws.

Steps taken in last 12 months: In 2019, we reviewed and updated our standard contractual terms and conditions to include a requirement for our contractors to



comply with our Code. If a contractor fails to do so, we reserve the right to terminate the contract.

(b) Due diligence

Our due diligence process can be divided into 3 main stages:

(i) **Know Your Supplier (KYS):**

- All of our suppliers undergo compliance screening process against Restricted Parties Lists (RPLs) ensuring legitimate engagements;
- Our account opening process requires the collection of information about the vendor's ownership, the business and its reputation. Our vendor compliance questionnaire contains a section about Human and Labour Rights.

(ii) **Third Party Risk Assessment:** we analyze each party's risk factors and provide risk scores for each third party.

(iii) **Due Diligence:** we perform or request a due diligence on the parties identified as higher risk based on the Third Party Risk Assessment score. Moreover, all franchisees undergo an external due diligence process which includes human and labour rights.

(c) Audit

We take a risk-based approach to our contracting processes and keep them under review. Using our risk-based approach we consider whether circumstances warrant us auditing our suppliers for compliance with our Code of Conduct.

4. Collaboration

Aramex cannot tackle modern slavery alone, so it is important and valuable for Aramex to work with others to develop solutions for some of the more complex and systemic problems found within a global supply chain. We believe that by maintaining strong direct relationships and undertaking collaborative work such as sharing information and resources we are all able to deliver real benefits to workers. To this end, we have collaborated with a number of organizations including but not limited to the World Economic Forum, the United Nations Global Compact, relevant Financial and Regulatory authorities, our competitors and various sustainability groups.



5. Continuous Improvement

Aramex recognises the need to build on its understanding, oversight and management of modern slavery risks in its operations and supply chains on an ongoing basis. Going forward, Aramex will continue to strengthen its ability to identify, assess and address modern slavery risks by:

- Progressing ongoing enhancements of our due diligence processes and controls: one of our main objectives is to systemize and create a workflow process for vendors account opening process;
- Continuing to review and, if necessary, updating our employment policies and procedures to maintain appropriate safeguards against modern slavery;
- Developing a strategy for training and awareness on modern slavery and human rights for relevant employees;
- Carrying out a further review of our UK contractual terms to incorporate, where possible, a specific requirement on third parties to comply with applicable modern slavery laws and a right to audit them where relevant and appropriate. Our long-term goal is to progress this to an international review;
- Initiating a cross-functional working group to tackle the risk of modern slavery in Aramex's business and global supply chain. This working group will be responsible for monitoring and implementing this statement as well as developing KPIs to measure effectiveness of steps taken in relation to modern slavery.

Due to the size and scope of Aramex's operations, the above proposals will be ongoing and contemplated to be a long-term project.

This statement was approved by the Board on 18th February 2020