

TNT UK LIMITED & TNT EXPRESS ICS LIMITED

MODERN SLAVERY ACT 2015 COMPLIANCE STATEMENT FOR 2018

This is the second annual Modern Slavery Statement to be published by TNT UK Limited (“TNT UK”), for financial year ending 31st May 2018.

[See here for TNT UK's 2017 statement.](#)

TNT UK recognises that it has a responsibility to be alert to the risks of slavery, servitude, forced and compulsory labour and human trafficking (“modern slavery”). TNT UK is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any of its supply chains.

This statement outlines the steps TNT UK has taken to minimise the risk of modern slavery in its business and its supply chains in the last financial year and sets out TNT UK's future plans.

ABOUT TNT UK AND ITS SUPPLY CHAINS

TNT UK provides parcel delivery services on a national and international basis through its established pick-up and delivery network.

In May 2016, the TNT Group was acquired by FedEx Corporation (“FedEx”). FedEx has its head office in the United States.

For more information on TNT UK and its supply chains, see our 2017 statement.

RELEVANT POLICIES

TNT UK acts in accordance with FedEx's Code of Business Conduct and Ethics. This Code sets out the expectations required of TNT UK to ensure compliance with the law wherever it operates and to maintain high standards of business and personal ethics.

Doing business in an ethical and responsible manner is already enshrined within TNT UK's current set of policies and procedures. These policies and procedures help to ensure that Slavery and Human Trafficking do not occur within its business or its supply chains. For more detail on the relevant TNT UK policies, see our 2017 statement.

TNT UK is continuing to maintain its strong culture of ethics and integrity that supports and encourages compliance with these internal policies.

DUE DILIGENCE PROCESSES IN RELATION TO MODERN SLAVERY

TNT UK is committed to ensuring there is transparency in its business and in its approach to tackling modern slavery throughout its supply chains and fully expects the same high standards from its suppliers. In the last financial year, TNT UK received extensive feedback from its high risk suppliers in relation to TNT UK's Modern Slavery Supplier Questionnaire. TNT UK will continue to build upon the robust compliance culture that it has in place by determining whether any of such high risk suppliers warrant further investigation and/or action.

TNT UK considers potential modern slavery risks at the outset of its relationship with suppliers. TNT UK does this by asking potential suppliers to confirm whether they comply with the Modern Slavery Act 2015 and to confirm what processes they have in place to address slavery and trafficking within their company and supply chain.

RISK ASSESSMENT

TNT UK aims to mitigate risk by maintaining its policy on Modern Slavery and Human Trafficking and maintaining its Confidential Feedback Line. The Confidential Feedback Line can be accessed by all TNT UK employees or any other person who wishes to raise a concern. TNT UK encourages its employees or other parties to raise concerns about any issue or suspicion of modern slavery through the Confidential Feedback Line. All reports received through the Confidential Feedback Line are acted upon promptly. TNT UK employees are also encouraged to report modern slavery issues or concerns directly and openly to their line-managers or in accordance with TNT UK's Whistleblowing Policy Procedure. TNT UK prohibits any form of retaliation against a person who reports in good faith any concern they have about any issue or suspicion of modern slavery.

TRAINING

TNT UK has provided training on the Modern Slavery Act 2015 and its requirements to its procurement function, being the function that is most directly involved with suppliers. TNT UK will now consider providing training to other areas of the business.

NEXT STEPS

Within the next financial year, TNT UK will continue to:

- Seek to source its supplies in a responsible manner;
- Include modern slavery contractual provisions in its contracts with new suppliers;
- Expect and require its suppliers to operate in full compliance with all applicable laws;
- Maintain its high standards and identify ways to further enhance this.



This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TNT UK's Slavery and Human Trafficking Statement for the financial year ended 31 May 2018.

BOARD APPROVAL

This statement is signed on behalf of the Board of Directors by Trevor Hoyle, Senior Vice President for FedEx Express & TNT on 27 November 2018.

TNT EXPRESS ICS LIMITED

MODERN SLAVERY ACT 2015 COMPLIANCE STATEMENT FOR 2018

This is the second annual Modern Slavery Statement to be published by TNT Express ICS Limited (“TNT ICS”), for financial year ended 31st May 2018.

[See here for TNT ICS's 2017 statement.](#)

TNT ICS recognises that it has a responsibility to be alert to the risks of slavery, servitude, forced and compulsory labour and human trafficking (“modern slavery”). TNT ICS is committed to acting ethically and with integrity in all its business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in its own business or in any of its supply chains.

This statement outlines the steps TNT ICS has taken to minimise the risk of modern slavery in its business and its supply chains in the last financial year and sets out TNT ICS’s future plans.

ABOUT TNT ICS AND ITS SUPPLY CHAINS

In May 2016, the TNT Group was acquired by FedEx Corporation (“FedEx”). FedEx has its head office in the United States. TNT ICS is therefore part of the FedEx Group of companies.

TNT ICS provides back office IT requirements to the FedEx Group on a global basis. FedEx Group provides parcel and freight delivery services on a national and international basis through its established pick-up and delivery network.

For more information on TNT ICS and its supply chains, see our 2017 statement.

RELEVANT POLICIES

TNT ICS acts in accordance with FedEx’s Code of Business Conduct and Ethics. This Code sets out the expectations required of TNT ICS to ensure compliance with the law wherever it operates and to maintain high standards of business and personal ethics.

Doing business in an ethical and responsible manner is already enshrined within the set of policies and procedures which govern TNT ICS. These policies and procedures help to ensure that Slavery and Human Trafficking do not occur within its business or its supply chains. For more detail on the relevant TNT ICS policies, see our 2017 statement.

TNT ICS is continuing to maintain its strong culture of ethics and integrity that supports and encourages compliance with these internal policies.

DUE DILIGENCE PROCESSES IN RELATION TO MODERN SLAVERY

TNT ICS is committed to ensuring there is transparency in its business and in its approach to tackling modern slavery throughout its supply chains. TNT ICS fully expects the same high standards from its suppliers. In the financial year ended 31 May 2018, TNT ICS approached those of its suppliers which it had identified as being at higher risk of Modern Slavery, and asked them to complete a Supplier Due Diligence Questionnaire. Feedback from these requests was reviewed, with no follow up actions identified as being necessary. TNT ICS will continue to build upon the robust compliance culture that it has in place by continuing to monitor such high risk suppliers, and determining whether any of them may warrant further investigation and/or action. TNT ICS will continue to assess its supplier base in order to establish any changes in status from “low risk” to “high risk”.

TNT ICS also considers potential modern slavery risks at the outset of its relationship with new suppliers. TNT ICS does this by asking new suppliers to confirm whether they comply with the requirements of the Modern Slavery Act 2015 as part of its on-boarding due diligence. TNT ICS also asks new suppliers to confirm whether they assess risks in their supply chain and if they implement appropriate procedures to mitigate any risks identified. Any new suppliers not providing satisfactory responses would be followed up and appropriate actions taken, including refusal to allow the supplier to become a vendor of TNT ICS.

TNT ICS does and will continue to seek to include within its supplier contracts a binding commitment requiring each supplier to act in accordance with all applicable anti-slavery and human trafficking laws in force, including but not limited to, the Modern Slavery Act 2015. TNT ICS has developed standard modern slavery compliance clauses which it includes in all bespoke supplier contracts.

RISK ASSESSMENT

TNT ICS aims to mitigate risk by maintaining its policy on Modern Slavery and Human Trafficking and maintaining its Confidential Feedback Line. The Confidential Feedback Line can be accessed by all TNT ICS employees or any other person who wishes to raise a concern. TNT ICS encourages its employees or other parties to raise concerns about any issue or suspicion of modern slavery through the Confidential Feedback Line. All reports received through the Confidential Feedback Line are acted upon promptly. TNT ICS employees are also encouraged to report modern slavery issues or concerns directly and openly to their line-managers or in accordance with TNT ICS’s Whistleblowing Policy Procedure. TNT ICS prohibits any form of retaliation against a person who reports in good faith any concern they have about any issue or suspicion of modern slavery.

TRAINING

TNT ICS has provided training on the Modern Slavery Act 2015 and its requirements to its procurement function, being the function that is most directly involved with suppliers. TNT ICS will now consider providing training to other areas of the business.

NEXT STEPS

Within the next financial year, TNT ICS will continue to:

- Seek to source its supplies in a responsible manner;
- Include modern slavery contractual provisions in its contracts with new suppliers;
- Expect and require its suppliers to operate in full compliance with all applicable laws;
- Maintain its high standards and identify ways to further enhance this.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes TNT ICS's Slavery and Human Trafficking Statement for the financial year ended 31 May 2018.

BOARD APPROVAL

This statement is signed on behalf of the Board of Directors by Koen Vernmeulen on 12 November 2018.