



## **Modern Slavery Statement**

This statement is made pursuant to Section 54, Part 6 of the Modern Slavery Act 2015 for the financial year ending 31st December 2023 and sets out the steps taken by Hannon Transport to ensure that slavery and human trafficking is not taking place in our supply chains or in any part of our business.

### **Introduction**

HANNON is committed to conducting its business in compliance with appropriate legislation, in order to combat slavery and human trafficking. We are committed to further improving and developing our practices over the coming years.

### **About HANNON**

HANNON is a group of limited companies operating throughout Europe with a workforce of 650 employees and operations in Northern Ireland, Republic of Ireland, GB, France and The Netherlands.

We are a leading provider of temperature-controlled logistics and customs services. Our portfolio of services is used in a range of industries including: agri-food, horticulture and pharma.

### **Our Supply Chains**

We predominantly employ professionally qualified and highly skilled people. We consider that given the nature of our business and the industries in which we operate, the risk of encountering modern slavery practices is relatively low. Our supply chains are limited to standard daily business supplies and occasional engagements with sub-contractors who supply resources for our projects. These supply chains do not involve multiple tiers of suppliers and therefore we have good visibility of the entire supply chain.

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

Our company Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure that slavery and human trafficking is not taking place in our business or in any of our supply chains. We choose suppliers and contractors who we believe share our commitment.

The HANNON Code of Conduct also reflects these values, including our aim of ensuring that our operations and those of our supply chain are free from modern slavery and human trafficking. We comply with all applicable employment legislation and we invest heavily in the health and wellbeing of our employees.

### **Supplier Adherence to our Values**

We expect the same high standards from all of our Suppliers. In order to ensure all those in our supply chain comply with our values, Suppliers will be required to comply with the prohibitions under the



Modern Slavery Act 2015 as part of our contracting processes. We also expect that our Suppliers will hold their own suppliers to the same high standards.

### **Training**

In order to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide Modern Slavery awareness training to our staff, where applicable to key staff in our procurement, human resources, finance, legal and facilities teams along with other individuals within the business who deal with contractors, suppliers and other business partners (“Suppliers”) which will be refreshed annually as part of Hannon Holdings ongoing compliance training programme.

### **Accountability**

We require that all Suppliers, employees, directors, officers, agency workers, seconded workers, volunteers, interns, agents, external consultants and third-party representatives comply with our Anti-Slavery and Human Trafficking Policy. As with all alleged violations of policy, we investigate issues and take the appropriate action up to and including disciplinary action for employees or termination of business relationships with Suppliers.

### **Future Steps**

We shall continually review the effectiveness of the steps we have taken over the past year and further improve and develop our practices over the coming years.