



ATL HAULAGE CONTRACTORS LIMITED

MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

INTRODUCTION

This Modern Slavery and Human Trafficking Statement is made pursuant to Section 54 of the Modern Slavery Act 2015 and sets out the steps taken by ATL HAULAGE CONTRACTORS LIMITED (ATL) to prevent modern slavery and human trafficking in our business operations and supply chains.

ATL is committed to acting ethically, with integrity and transparency in all business dealings and to implementing effective systems and controls to safeguard against any form of modern slavery.

This statement applies to the financial year ending 31st March 2027.

OUR BUSINESS

ATL is a UK-based company employing approximately 200 employees. We operate in the road haulage sector and provide delivery and collection services across the UK. Our head office is located at South 3, Pacific Avenue, Stanford-Le-Hope, Essex, SS17 9FA and we collaborate with suppliers, contractors, and business partners within the UK.

OUR COMMITMENT

We have a zero-tolerance approach to modern slavery, forced labour, servitude, child labour, and human trafficking. We are committed to ensuring that there is no modern slavery within:

- Our business operations.
- Our workforce.
- Our supply chains; and
- The operations of our suppliers, contractors, and partners.

We expect the same high standards from all organisations and individuals working with or on behalf of ATL.

POLICIES AND GOVERNANCE

To support our commitment, we maintain and regularly review relevant internal policies, including:

- Code of Conduct.
- Recruitment and Employment Policy.

- Whistleblowing Policy.
- Supplier Code of Conduct.
- Equal Opportunities Policy; and
- Health and Safety Policy.

These policies are designed to promote ethical business conduct, fair treatment of workers, and compliance with applicable employment laws and regulations.

RISK ASSESSMENT AND DUE DILLIGENCE

We recognise that certain sectors and geographical regions may present a higher risk of modern slavery. To mitigate these risks, we undertake proportionate due diligence measures, including:

- Assessing supplier risk during onboarding.
- Reviewing supplier practices and contractual commitments.
- Including anti-slavery provisions within supplier agreements.
- Monitoring high-risk suppliers where appropriate; and
- Investigating any concerns raised regarding labour practices.

Where concerns are identified, we will collaborate with suppliers to address issues promptly and may terminate relationships where appropriate standards are not met.

RECRUITMENT AND EMPLOYMENT PRACTICES

ATL is committed to fair and lawful recruitment practices. We:

- Verify the identity and right to work of all employees.
- Ensure all employees receive written terms of employment.
- Pay at least the applicable national minimum wage or living wage.
- Prohibit the use of forced, bonded, or involuntary labour; and
- Provide employees with clear channels to report concerns confidentially.

We do not knowingly engage with organisations that exploit workers or fail to meet legal employment standards.

TRAINING AND AWARENESS

We provide appropriate training and awareness to employees and managers to help identify and respond to indicators of modern slavery and human trafficking. Relevant employees involved in procurement, recruitment, and supplier management may receive enhanced guidance on recognising and managing risks.

REPORTING CONCERNS

Employees, suppliers, contractors, and other stakeholders are encouraged to report any concerns related to modern slavery or unethical conduct.

Reports can be made through:

- Line management.
- Human Resources; or
- Our confidential whistleblowing process (details of which are on the ATL website)

All reports will be taken seriously and investigated appropriately.

EFFECTIVENESS AND CONTINUOUS IMPROVEMENT

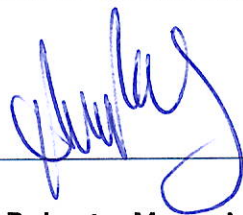
We are committed to continuously improving our approach to tackling modern slavery. We monitor the effectiveness of our policies and procedures through:

- Periodic policy reviews.
- Supplier engagement.
- Internal audits where appropriate; and
- Ongoing risk assessments.

We will continue to review and strengthen our practices to ensure compliance with legal obligations and ethical standards.

APPROVAL

This statement has been approved by the Board of Directors of ATL HAULAGE CONTRACTORS LIMITED and will be reviewed annually.

Signed 
Drew Roberts, Managing Director

Dated 17/07/2026

Signed 
Zoe Pyle, Director of Finance

Dated 17/7/26

Signed 
Steve Jones, Director of Operations

Dated 17/7/26