



London City Bond Ltd

Modern slavery and human trafficking statement

This statement is made pursuant to s.54 of the *Modern Slavery Act 2015* and sets out of the steps that London City Bond has taken, and is continuing to take, to ensure that modern slavery or human trafficking is not taking place within its business or supply chain. Modern slavery encompassed slavery, servitude, human trafficking and forced labour. London City Bond Ltd is committed to acting ethically and with integrity and transparency in all business dealings.

Our Business

London City Bond Ltd is the leading third party bonded warehousekeeper in the UK offering a nationwide delivery service to our many customers in the wine and spirit trade.

We currently employ approximately 624 staff in the UK, based at our strategically based sites throughout the UK.

Our policies on slavery and human trafficking

London City Bond Limited recognises there is scope for slavery in its supply chain and aims to address this risk. We want our customers to be confident that our business partners treat their employees fairly, with respect for human rights and are not exposed to unsafe working conditions, or in any way forced to work under slavery. In light of the obligation to report on measures to ensure that all parts of our business and supply chain are slavery free, we have reviewed our workplace policies and procedures to assess their effectiveness in identifying and tackling modern slavery issues:

Employee code of conduct- the company handbook makes it clear to employees the actions and behaviour expected of them when representing the company. The company strives to maintain the highest standards of employee conduct and ethical behaviour when operating its business.

Training – key stakeholders within the business will receive appropriate training and have responsibility for developing and operating company procedures relevant to the issue. Further and wider training will follow as and when identified.

Whistleblowing – London City Bond Ltd encourages all its staff and other business partners to report any concerns related to the direct activities, or the supply chain of the company. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. The company's whistleblowing procedure is designed to make it easy for workers to make disclosure, without fear of retaliation.



Recruitment/agency workers – London City Bond Ltd uses only specified, reputable employment agencies to source labour and always verifies the practice of any new agency it is using before accepting workers from that agency. We always complete a Right to Work check on all employees, and require agencies to carry out this check on all agency workers.

Due diligence processes for slavery and human trafficking

We engage our suppliers to inform them of our Anti-Slavery policy and conduct a risk assessment to understand which supply chains may be at a higher risk of modern slavery. This may be due to the country of origin, the product or industry characteristics (such as seasonal lifecycles) or workplace characteristics (such as migrant workers).

Brian Davis
Director

March 2023