

'Modern Slavery Act Transparency Statement'.

Slavery and human trafficking remains a hidden yet dangerous problem on our global society. We all have a responsibility to be vigilant in recognizing and responding to the risks, however small, in our business and in the wider supply chain.

Since founded over 30 years ago, Aramex has been always keen to give proper and comprehensive training to its staff on human rights and encourage them to report concerns to the management in order to act upon them.

Aramex has successfully introduced market leading express delivery and logistics services to the Middle East and other emerging economies. As a leading global provider of comprehensive logistics and transportation solutions, the company's breadth of services include:

- International and Domestic Express Delivery;
- Freight Forwarding;
- Integrated Logistics and Supply Chain Management;
- e-Commerce;
- Information Management Solutions (InfoFort); and
- Shop and Ship

Our unique, asset-light business model underlies all of the strategic decisions we make. It has proved highly successful, allowing us to swiftly adapt to challenging market conditions, execute last-mile delivery solutions and quickly respond to changing customer preferences. With one of the largest logistics and transportation networks in the world, our widespread network consists of national and international airlines operating locally or in multiple countries, as well as several sea lines. Moreover, regionally we partner with leading land freight operators.

Through our extensive Freight Forwarding network and comprehensive transportation solutions, we offer door-to-door delivery services from one or multiple suppliers into the warehouse with smooth customs clearance. We always aim to include both, local and global suppliers, in our supply chain, however, being a local entity in the areas in which we operate, we ensure to source locally where available and possible. Therefore, the majority of our spending is on local suppliers.

At Aramex, we make sure to engage with our suppliers through different channels and on as regular basis as required.

We are very aware of the potential risks of human trafficking and modern day slavery across the supply chain, and no matter how small these risks may be, we are taking active steps to identify and correct them as quickly as possible.

At Aramex, all workplace policies, practices and conditions are in line with the universally accepted human and labor rights, notably the United Nations Universal Declaration of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work.

Human and labor rights in business life address in particular the issues of child labor, discrimination in employment and compensation policies, safe and healthy working conditions, forced or compulsory labor, working hours, and employees' rights of organization/association. This includes human trafficking and any forms of modern slavery.

Aramex therefore commits to adhere to all aspects of the Social Accountability 8000 standard¹ (SA8000) in all of its operations. The SA8000 is based on the Universal Declaration of Human Rights, the Convention on the Rights of the Child, and International Labor Organization conventions. (Furthermore, to ensure that we are not indirectly complicit in human rights breaches, we further strive to ensure that our major subcontractors operate in harmony with universal human and labor rights.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the current financial year.



Our Suppliers Management involves a pre-qualification process which includes questions related to:

- Human and labor rights;
- Anti-human trafficking
- Anti-modern day slavery and forced labor
- Anti-corruption and bribery
- Social and environmental criteria such as the application of environmental management systems and community engagement.

Moreover, we follow a comprehensive evaluation process with any new major supplier using a questionnaire that is designed in line with international best practices. The purpose of our evaluation is to ensure that our suppliers and subcontractors are in compliance with internationally-recognized human and labor rights, anti-corruption and bribery laws and standards and are free of human trafficking and modern day slavery and forced labor, in all their business and non-business areas.

We continually monitor our existing suppliers on all aspects and in the case of finding any gaps, we work with them to set plans to amend the policies.

We also make sure to share our policies against the use of forced or child labor with our business partners, in order to raise awareness on the matter throughout our business circles.

We have in place systems to encourage the reporting of concerns and the protection of whistle blowers.

In line with our continuous efforts to build on our leading position and deliver on our promises, we follow a number of Key Performance Indicators (KPIs) to measure how effective we have been in ensuring slavery and human trafficking practices are not taking place in any part of our business or supply chains. These KPIs are:

- Number of suppliers evaluated using our supplier evaluation and due diligence measures;
- Number of employees trained on code of conduct and human rights training.
- Communication on human rights policies and communication on the United Nations Global Compact Principles and their progress in our activities;
- Number of cases reported on our whistleblowing system and resulting action
- Social Accountability 8000 Audits

As part of our commitment to uphold human rights, all Aramex locations across the globe were assessed for human rights, ensuring that there are no violations.



David Harris,
Director
Aramex (UK) Limited