

Anti-Slavery and Human Trafficking Policy

Policy Statement

IC Transport North West Limited is committed to conducting business ethically and with integrity. We

have a zero-tolerance approach to modern slavery and human trafficking in all forms. We are committed to ensuring transparency within our own operations and to working with suppliers and partners who uphold similar values.

Purpose

The purpose of this policy is to:

- Prevent modern slavery and human trafficking in our operations and supply chains.
- Set out our responsibilities and those of others working with us in observing and upholding our zero tolerance position
- Provide guidance on identifying and reporting concerns related to modern slavery.

Scope

This policy applies to all employees, contractors, agency workers, suppliers, and any other individuals

or organisations working on behalf of IC Transport North West Limited.

Our Commitments

- We will assess and manage risks related to modern slavery in our business and supply chains.
- We will conduct appropriate due diligence on suppliers and business partners.
- We will maintain clear policies and procedures to mitigate risks of modern slavery.
- We will provide training to staff on identifying and reporting signs of modern slavery.

Responsibilities

Management is responsible for:

- Ensuring this policy is implemented and complied with.
- Leading risk assessments and supply chain audits.
- Providing training and resources to staff.

Employees are responsible for:

- Reading and understanding this policy.
- Reporting any concerns or suspicions of modern slavery in accordance with our reporting procedures.

Due Diligence and Risk Assessment

We will:

- Identify high-risk areas in our operations and supply chains.
- Require suppliers to complete compliance questionnaires where appropriate.
- Reserve the right to audit suppliers and terminate contracts where slavery or trafficking is found.

Training and Awareness

We will provide training to relevant staff, especially those involved in procurement, logistics, and recruitment. This training will cover:

- The risks of modern slavery in supply chains.
- How to identify signs of exploitation.
- How to report concerns confidentially.

Reporting Concerns

Any concerns or suspicions should be reported in confidence to:

Marc Cole [Managing Director]

Email: communications@ictransportnw.co.uk

Phone: 0161 223 0121

All reports will be treated seriously and investigated thoroughly. We will not tolerate retaliation against anyone who raises concerns in good faith.

Breaches of This Policy

Any breach of this policy by employees may result in disciplinary action, up to and including dismissal. Breaches by suppliers may result in contract termination.

Review and Updates

This policy will be reviewed annually and updated as necessary to reflect changes in legislation, best practice, or operational changes.

Signed:



Marc Cole
Managing Director

Reviewed: November 2025

Next Review Date: November 2026