



Dachser Limited

Dachser UK Modern Slavery Statement

1: Opening statement

Dachser Ltd is publishing this statement under the provision of the UK Modern Slavery Act 2015. ('the Act'). The Act requires businesses to state the actions that they have taken during the financial year to ensure modern slavery is not taking place in their operations and supply chains.

2: Our Organisational Structure

Dachser Ltd is a transport and logistics company employing some 597 people across six (6) branch offices. The company's annual sales turnover is in excess of £ 95M. We provide a range of UK, European and supply chain services to our customers, and operate as part of a worldwide network within the Dachser group.

Our worldwide network comprises of 427 Dachser locations, across a total of 42 countries, combined with a range of official service partners in countries where we are not present, to complete our global network.

The backbone of the Dachser Group is the business line Dachser European Logistics, a closely interlinked network of logistics facilities expanded throughout Europe, being represented in 427 company-owned branches in 42 countries. International and local transport and distribution services are undertaken by a combination of our own operations and approved sub-contractors.

3: Our policies and Due Diligence

We know that slavery, servitude, forced labour and human trafficking (modern slavery) is a growing issue given the rapid rise in global migration, which exists in every region of the world and every type of economy.

We have a zero-tolerance approach to modern slavery and will not tolerate any activities that are linked to it, either in our own operations or that of our wider supply chain. We expect our staff to be alert and report concerns, using the appropriate reporting channels, and that management are expected to act upon them.

Our internal group policies include our Code of Conduct, which confirms that we take responsibility for our employees, and condemn every form of forced and child labour. Our HR policies ensure compliance with legislation and fundamental rights at work. Any reports of modern slavery or human trafficking will be fully investigated, and remedial actions taken.

The company also has a separate Code of Conduct for focusing on Human Rights and Environmental protection, in which we expect our suppliers and customers to also comply with our policy on human rights and the environment.

Any allegations that we receive relating to an example of human rights not being properly respected within our supply chain will be taken seriously and investigated fully, and any necessary remedial actions taken. Our 'DACHSER Integrity Line' platform provides a system offering full anonymity for reporting breaches of our corporate compliance rules incorporated within our Code of Conduct.

To assess and mitigate our risk of encountering Modern Slavery within our supply chain over the next year, we will continue to identify and assess any potential risks associated with our suppliers and provide regular training to our key staff in modern slavery and human rights. We will perform additional due diligence on suppliers that are deemed at risk and protect whistle-blowers.

4: Policies

We are committed to acting ethically and with integrity in all business dealings and relationships, and to implementing and enforcing effective systems and controls to ensure modern slavery and human trafficking are not taking place anywhere in our operations or supply chains.

Our approach is supported by a suite of internal policies, including:

- **DACHSER Code of Conduct:** setting out the standards of behaviour expected of all employees and business partners. Also provided information on reporting potential breach to DACHSER.
- **DACHSER Code of Conduct - Human Rights -Environmental Protection:** requiring suppliers to adhere to our expectations on labour standards, including the prohibition of forced labour, child labour, and exploitation.
- **DACHSER Whistleblowing Policy:** encouraging employees and third parties to report concerns in confidence without fear of retaliation.
- **DACHSER Modern Slavery Policy:** outlining our commitment to respect internationally recognised human rights.

These policies are reviewed periodically to reflect evolving legal requirements and best practice, and are communicated to all employees and relevant external stakeholders

5: Due Diligence Processes

- Conducting risk assessments of suppliers based on geography, industry sector, and nature of services provided.
- Including contractual provisions requiring suppliers to comply with applicable anti-slavery laws and our Business Partner Code of Conduct.

6: Identification and Mitigation of Supply Chain Risks

- Requiring suppliers to implement appropriate controls and policies within their own operations and supply chains.

Where risks are identified, we work collaboratively with suppliers to implement mitigation measures. Where appropriate remediation cannot be achieved, we reserve the right to disengage responsibly.

7: Performance Indicators

We measure the effectiveness of our actions to combat modern slavery through a range of key performance indicators (KPIs), including:

- Completion rates of mandatory training by employees.
- Number of reported concerns related to modern slavery and resolution outcomes.
- Percentage of contracts including modern slavery clauses.

These indicators are reviewed regularly by senior management to monitor progress and inform continuous improvement.

8: Training and Capacity Building

We recognise that awareness and understanding are critical to preventing modern slavery. We provide training to ensure our employees and relevant stakeholders are equipped to identify and address risks.

Our approach includes:

- Mandatory training for employees, particularly those in procurement, HR, and supply chain roles.
- Tailored guidance on identifying indicators of modern slavery and human trafficking.
- Providing resources and support tools to assist employees in implementing our policies.

We review and update our training programmes regularly to ensure they remain effective and aligned with emerging risks and regulatory expectations.

This statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 for the financial year ended 31 December 2025 and was approved on behalf of the Board of Directors by Mark Rollinson on 30 June 2026.

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Mr. Mark Rollinson
UK Managing Director