

Modern Slavery Act 2015

Introduction

Whistl UK Limited is committed to improving our practices to combat slavery and human trafficking by helping protect the most vulnerable and to prevent the violation of human rights.

Our Business and Company Structure

Whistl, formerly known as TNT Post, is the second largest UK postal company and provides Mail, Packets and Parcels, Doordrop Media and Logistics services. Headquartered in Marlow, we provide UK wide delivery services as well as international.

The business is owned by management with a minority shareholding held by PostNL and we have 1,600 employees across 7 depots in Glasgow, Leeds, Warrington, Rugby, Bristol, Iver, Belfast and our head office in Marlow.

Our Policies on Slavery and Human Trafficking

Whistl UK Limited is committed to ensuring that there is no modern slavery or human trafficking practices within our business or our supply chain. Our Anti-Slavery Policy reflects our responsibility to act ethically and with integrity in all our business relationships and to implement and enforce effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our supply chain.

Due diligence processes for Slavery and Human Trafficking

1. **Verification**

We will undertake appropriate checks in respect our employees and contract workers through CRB checks, referencing and also validation of personal information. We will verify the information supplied by carrying out regular audits.

We will work with our suppliers to ensure they also maintain a high standard of verification.

2. **Audits**

We will carry out regular audits in relation to our employees, contract workers and suppliers in order to evaluate any potential breaches.

Audit standards will be regularly reviewed to ensure that they remain fit for purpose and are compliant.

3. **Certification**

Our business will work with our suppliers to certify that they comply with the laws regarding slavery and human trafficking in the the country or countries in which they do business.

4. **Internal Accountability**

We ensure that our employee and contract workers are appropriately notified and communicated to in respect of Whistl's standards and procedures and the implications of failure to comply with the standards regarding slavery and trafficking.

5. **Training**

All Whistl employees and management who have direct responsibility for supply chain management will be provided with the appropriate training on human trafficking and slavery, particularly with respect to mitigating risk within our supply chains.

Supplier compliance to our Values and Ethics

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values and ethics, we have in place Corporate Social Responsibility Standards. Our compliance team consists of:

- Legal
- Audit and Compliance
- Human Resources
- Procurement
- Security

Key Performance Indicators

Review its existing supply chains by the end of the financial year, this being 31st December 2016 to ensure their compliance to the Modern Slavery Act 2015.

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 financial year ending 31st December 2016.

Name of Director: Lynn Dillon

Signatory Title: HR Director

Signature of Director



Date: 29th April 2016.