Modern Slavery Policy

1. Introduction

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Goldstar Transport Limited (the Company) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. The Company has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

2. Our business

Goldstar Transport Limited is a container transport company operating across the UK, with a customer base across the country.

3. Our high risk areas

Container transport and the security of container loads is integral to the business, but this security can present unscrupulous operators an opportunity to transport undeclared loads that might support human trafficking. The Company will continue to advise drivers of this risk and take steps to ensure awareness of our staff to this hidden risk and potential threat to vulnerable or exploited persons.

4. Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will.

Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.

Code of business conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

5. Our suppliers & customers

We conduct due diligence on all suppliers and customers before allowing them to become a preferred supplier. This due diligence includes an online search to ensure that particular organisation has never been convicted of offenses relating to modern slavery.

In addition, we will not enter into business agreements with those who have been convicted of any modern slavery charges. We further expect all suppliers and customers to:

- Have taken steps to eradicate modern slavery within their business.
- Hold their own suppliers to account over modern slavery.
- Pay their employees at least the national minimum wage / national living wage (as appropriate).

We may terminate the contract at any time should any instances of modern slavery come to light.

6. Our performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if:

- No reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.
- Our staff continue to check container integrity and security to ensure that interference with the container has not occurred.
- That due diligence be applied to all container loads when in transit, but in particular during breaks and rest periods where access to others may be possible.