PD PORTS MODERN SLAVERY STATEMENT 2026

Overview

PD Ports is committed to preventing acts of modern slavery and human trafficking from occurring within its business and supply chain and imposes the same high standards on its suppliers. We have and continue to enforce strict compliance with the Modern Slavery Act 2015. We do not and will not tolerate slavery and human trafficking in our business or within our supply chains.

Organisation Structure

PD Ports is one of the UK's major port groups. Employing around 1,400 people with a head office Northeast of England and operating from locations across the UK. We work with a range of suppliers and service users and the nature of our business means that we are a possible channel for trafficking, as a port and logistics company, as well as being an employer and a customer of organisations in our supply chain. For this reason, we already have robust controls in place to recognise and prevent illegal trafficking through the port, warehouse and logistics operations, via our dedicated Harbour Police and Security teams.

Action

The introduction of the Modern Slavery Act 2015 raised awareness of the risk of slavery and human trafficking in the business and its supply chain. We continue to monitor the suitability of our existing procedures which are most relevant to the eradication of the risk of slavery and human trafficking in our business and supply chain. The main policies identified are procurement and recruitment, but whistle-blower, anti-bribery and corruption and disciplinary policies are also relevant. As a result, our Legal, Human Resources and Procurement Departments continue working to ensure compliance with the Modern Slavery Act 2015. Training needs have been assessed throughout the business, with training implemented and rolled out to the Executive Team, People Team, Commercial, Procurement and Payroll Teams, and later delivered to the wider workforce. In addition to the training, the company has also communicated Crime Stoppers campaign to the workforce, providing information on the prevention of organised gangs who profit from the exploitation of vulnerable individuals.

Policies

As part of our commitment to combating modern slavery and human trafficking, we will review our recruitment, procurement and anti-bribery and corruption policies, procedures and practices on a regular basis. We will also raise awareness within our workforce to identify any other working practices which might need to be addressed to mitigate the risk of slavery and human trafficking by monitoring our supply chain and the potential risk of being inadvertently involved in slavery or human trafficking.

Our procedures will be designed to:

- establish and assess areas of potential risk in our own business and supply chains.
- monitor potential risk areas in our own business and supply chains.
- mitigate the risk of slavery and human trafficking occurring in our own business and supply chains.
- train employees and managers to be aware of potential risks and to report their suspicions to the appropriate people within PD Ports.
- protect whistle-blowers within the business.

Contractual Arrangements with Suppliers

We will continue to require our suppliers to either comply with our policies or have in place equivalent policies and adhere to the same high standards. Our standard purchasing terms and conditions ensure that suppliers commit to complying with their obligations under the Modern Slavery Act 2015 and other relevant legislation.

Training

We will continue to invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through the training programs we will deliver, employees will be encouraged to identify and report any potential breaches of the organisations Anti-Slavery and Human Trafficking Policy. Employees will be taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate the risk of slavery and human trafficking from our business and supply chains. This has been incorporated within our Code of Business Conduct and Ethics.

Risk Assessment

We continue to be diligent and maintain a zero tolerance of slavery and human trafficking. In the event we identify a potential risk, a full investigation will be undertaken to determine whether there has been a breach of the Modern Slavery Act 2015 and what action needs to be taken to remedy such breach and prevent such a risk arising in the future.

Employees and third parties performing duties on behalf of PD Ports, as well as customers and suppliers, are required to draw attention to circumstances where they believe that there may have been breaches of this statement or related improper behaviour, whether by employees of PD Ports or any third parties in relation to the business of PD Ports. This can be reported directly to a line manager, or via the PD Ports Whistle-blower procedure, or to the person named in the following paragraph.

Effectiveness

Our Chief People & Compliance Officer continues to be responsible for reviewing this statement and providing any recommended actions to be taken arising from such a review.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes PD Port's anti-slavery and human trafficking statement for the financial year commencing 1st January 2026 and ending 31st December 2026.

Signature:

Michelle Robson
Chief People & Compliance Officer, PD Ports

REVISION RECORDING

Policy Owner: People Manager
Review Date: March 2026
Next Review: March 2027

- March 2017 - Rev. 001 (2017-03 KT) - Anti-Slavery and Human Trafficking Statement (draft) created.
- December 2017 - Rev. 002 (2017-12 KT) - Statement finalised for 2017 financial year.
- February 2019 - Rev. 003 (2019-03 KS) - Statement finalised for 2019
- February 2020 - Rev. 004 (2020-01 KS) - Statement finalised for 2020
- March 2021 - Rev. 005 (2021-02 HR) - Statement finalised for 2021
- February 2022 - Rev. 006 (2022-02 GR) - Statement finalised for 2022
- March 2023 - Rev. 007 (2023-03 KS) - Statement finalised for 2023
- February 2024 - Rev. 008 (2024-02 KS) - Statement finalised for 2024
- March 2025 - Rev. 009 (2025-03 RC) - Statement finalised for 2025
- March 2026 - Rev. 010 (2026-03 RC) - Statement finalised for 2026