



IFCO FY 2019 - Modern Slavery and Human Trafficking Statement

Our Business

IFCO SYSTEMS UK Ltd is part of the international IFCO Management GmbH group ('IFCO'). IFCO is the leading provider of reusable plastic crates ('RPCs') for fresh products including fruits and vegetables, meat, bread and bananas. By partnering with leading producers and retailers, we are working to create the most cost effective and sustainable supply chain. Currently, IFCO operates in 47 countries around the world. IFCO provides supply chain logistics services to these customers in the form of longstanding expertise in the pooling and management of RPCs,

This statement applies to all companies within and associated with IFCO pursuant to section 54(1) Modern Slavery Act 2015.

The information included in the statement refers to the financial year ended 30 June 2019.

Definitions

IFCO considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

Commitment

IFCO operates with honesty and integrity wherever it does business around the world. We respect human rights and treat the people in our supply chain who make and supply our products fairly.

IFCO acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. IFCO is committed to maintain and improving our processes to prevent slavery and human trafficking violations related to our own operations and our supply chains. Neither does IFCO enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour. No labour provided to IFCO in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. IFCO adheres to the standards required in relation to its responsibilities under the relevant employment legislation.

Potential Exposure

The risk and prevalence of modern slavery offences is inevitably linked to a workforce demographic that is conducive to exploitative practices. Typically, this is work that is informal, temporary, seasonal, low skilled and relatively low paid, and is more commonly found through extended supply tiers. This risk is compounded in countries and product supply chains where there are additional aggravating factors such as high levels of corruption, an absence of worker representation or complicated supply chains

In general, IFCO considers its exposure to slavery/human trafficking to be relatively limited. Geographically, IFCO is not active in high risk countries. IFCO's strategic suppliers are reliable organizations with high ethical standards and controls.

We have assessed our greatest risk of slavery as being in our external supply for wash center service operations. Our sample testing this year has focused on such suppliers and included reviewing suppliers' policies and procedures, as well as carrying out our own research.

Processes

Despite the limited exposure, IFCO has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

We are pleased to say that IFCO has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery. In accordance with section 54(4) of the Modern Slavery Act 2015, IFCO has taken the following steps to ensure that modern slavery is not taking place:

- We contract with all suppliers on the basis of compliance with all local laws.
- Our IFCO code of conduct and our terms and conditions with domestic and international suppliers, require compliance with all applicable government laws, rules and regulations (including laws prohibiting human trafficking and forced labour).
- Suppliers are expected to be proactive as regards ethical issues so that they promptly raise with us any such issues, violations of our code of conduct or governmental rules and regulations.

- Failure to adhere to the aforementioned standards for suppliers may result in consequences up to and including termination of business
- Where possible we build long standing relationships with international and local suppliers and make clear our expectations of business behavior.
- Where possible we re-use trusted suppliers for contracted wash center operations who are familiar to us and have already undergone due diligence.

Corporate Social Responsibility

IFCO operates a corporate social responsibility policy which incorporates its stance on modern slavery. We will build and expand on the existing awareness training and work with our supply chain to ensure their level of awareness of the requirements of the Modern Slavery Act is consistent with our expectations.

Approval



Wolfgang Orgeldinger
Chief Executive Officer



Dr. Julian zu Putlitz
Chief Financial Officer