



HEMISPHERE
FREIGHT SERVICES LTD

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Modern Slavery Policy – Hemisphere Freight Services Ltd (UKWA member 50174)

Our Organisation

This statement applies to Hemisphere Freight Services Ltd, Company Number: 02332841 (referred to in this statement as 'Hemisphere'). The information included in the statement refers to the financial year for the year ended 30 June 2025.

Established in Colchester, Essex in the United Kingdom (UK) in July 1989, 'Hemisphere' is an all-encompassing global logistics provider and has grown to be one of the largest independent UK providers of logistic services across Europe, Asia, North America, South America, Africa, and Australasia. Hemisphere relocated its Head Office, to Ipswich, Suffolk in 2014, and whilst 'Hemisphere' is privately owned it is controlled by a Board of Directors.

Hemisphere specialises in providing global supply chain solutions, handling every aspect of our clients' logistics needs via expert in-house teams – from start to finish, regardless of point of origin or destination.

'Hemisphere's' logistic solutions include Freight Forwarding via Road Haulage, Ocean Freight, Air Freight, along with operating its own Warehousing and UK transport infrastructure. 'Hemisphere' is also able to offer a number of specialist services; Project Logistics, Export Packing & Crate Making, Customs Clearance and a number of Specialist Services for more sensitive cargo.

The labour supplied to 'Hemisphere' in pursuance of its operation is conducted from sites strategically located within the UK to ensure appropriate logistic support in the following locations: Ipswich, Port One Logistics Park- Great Blakenham, Nr. Ipswich - all in Suffolk; London Heathrow; and Liverpool. The number of people directly employed by 'Hemisphere' as at 21st August 2025, was 185. Our workers are engaged on either full-time or part-time arrangements and are appropriately remunerated and incentivised.

In general, 'Hemisphere' considers its direct exposure to slavery/human trafficking to be limited due to operating with customers/suppliers operating within the UK, who would all be subject to the same UK Laws and Regulations. Nonetheless, it 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.

Modern Slavery

Modern slavery¹, and other forms of labour exploitation, have no place in our organisation or our supply chain. Modern slavery refers to a variety of situations, involving exploitation, that a person cannot refuse or leave because of threats, violence, coercion, deception and/or the abuse of power.

Forced Labour

Within a business context, modern slavery is most likely to present itself as forced labour which is defined by the International Labour Organisation² as:

*‘work or service exacted **under the menace of any penalty** where a person has not offered (themselves) voluntarily’.*

In the UK, warehousing is considered to be one of the highest risk sectors for forced labour and other serious forms of labour exploitation. Factors which contribute to the level of risk include:

- complex supply chains
- intense seasonal peaks
- a high proportion of agency and temporary workers
- labour shortages
- lone working
- limited worker grievance mechanisms.

Our Commitment

We are committed to taking the necessary steps to identify and address the risks of modern slavery. Where we find that exploitation is occurring, we will work to ensure that victims receive the support and remediation they require.

We believe that the most effective way to tackle modern slavery is to collaborate with our clients and supply chain partners across the sector, and we will look for any opportunities to share our learning and to learn from others.

In addition, we are committed to the Employer Pays Principle³ which states that ‘no worker should pay for a job – the costs of recruitment should be borne not by the worker but by the employer’ and this will be reflected in our policies and practices.

Our Governance

Our Director, Danny Salt leads our work on modern slavery at Board level, whilst the Head of HR & Compliance, Diane Hance manages the implementation and reporting of our modern slavery work.

Our Strategy

We continue to develop our systems, policies, and processes to ensure that we have an effective framework by which our workforce and supply chain partners are clear about our expectations and are supported to raise their awareness and understanding of this challenging subject.

We have the following supporting policies in place:

¹ For a full definition, see <https://www.gov.uk/government/publications/transparency-in-supply-chains-a-practical-guide/transparency-in-supply-chains-a-practical-guide#introduction>

² <https://www.ilo.org/topics/forced-labour-modern-slavery-and-trafficking-persons/what-forced-labour>

³ <https://www.ihrb.org/projects/employer-pays-principle>

- Modern Slavery Policy Statement;
- Corporate Social Responsibility Policy;
- Anti-bribery and Corruption Policy;
- Whistleblowing Policy; and
- Recruitment Policy

In addition, our strategy will consist of the following:

- Providing training for our staff to raise awareness and develop capability
- Reviewing our procurement practices to ensure we are not responsible for any unintended consequences or negative impacts on our suppliers.
- Implementing the Employer Pays Principle throughout our policies and practices
- Providing guidance and support to suppliers, where appropriate
- Undertaking ongoing due diligence to identify the areas of highest risk and required mitigation
- Identifying areas for improvement via audits, supplier visits and ongoing dialogue
- Undertaking initial investigations if modern slavery is suspected and reporting concerns to external authorities at the earliest opportunity

Our Communication

We have voluntarily published our Modern Slavery Statement on our website www.hemisphere-freight.com to provide a detailed update of our approach.

We have also voluntarily uploaded our Statement on the UK Government's Modern Slavery Registry⁴ and will continue to do so.

Our Approach to Response and Remediation

We will cooperate with the relevant authorities to support any further investigations should an incident of modern slavery be identified in our organisation or our supply chain. In accordance with the guidance provided by the United Nations Guiding Principles for Business and Human Rights⁵, we will consider if we have caused or contributed to the exploitation occurring and if it is found that we have, then we will seek to engage with the victim(s), via independent facilitation as appropriate, to explore what remediation is sought and how this is best achieved.

Summary

We are resolved to take effective measures to tackle the risk of modern slavery in our organisation and our supply chain. We are committed to continuously develop our approach to meet new and emerging challenges associated with this serious and most inhumane crime.

Modern Slavery Policy, V 1.0, 21 Aug 2025

⁴ <https://modern-slavery-statement-registry.service.gov.uk>

⁵ https://www.ohchr.org/sites/default/files/documents/publications/guidingprinciplesbusinesshr_en.pdf