



# Modern Slavery Statement 2023/2024 AA XPRESS LTD

This statement has been published in accordance with Section 54 of the Modern Slavery Act 2015. It sets out the steps taken by AA Xpress Ltd for the period 2023/2024 to prevent modern slavery and human trafficking in its own business operations and supply chains.

## Introduction

### 1. Who This Statement Covers:

This modern slavery statement applies to AA Xpress Ltd, a transport, storage, and logistics company located in the heart of the North East of England. It encompasses all aspects of our operations and supply chain.

### 2. Introduction: Why We Take Modern Slavery Seriously:

At AA Xpress Ltd, we are deeply committed to ethical business practices and social responsibility. We take the issue of modern slavery seriously because we recognize its grave human rights implications, and we are dedicated to ensuring that our business and supply chain remain free from any form of modern slavery or human trafficking.

### 3. Strategic Perspective on Our Approach:

Our approach to tackling modern slavery is driven by our core values and influenced by several factors:

**Ethical Principles:** As a small family-run business, our ethos revolves around diversity, equal opportunities, and fairness. We believe in treating all individuals with respect and dignity, regardless of their background, and we extend these principles to our entire business ecosystem.

**Legal and Ethical Obligations:** While not legally mandated for our size, we acknowledge that modern slavery is a global concern. Our approach aligns with international standards and best practices, as we aim to contribute to a world where modern slavery is eradicated.

**Customer and Stakeholder Expectations:** We recognize that our customers, employees, investors, and the wider community expect us to uphold high ethical standards. Our commitment to tackling modern slavery reflects our dedication to meeting these expectations.

**Supply Chain Responsibility:** Our approach acknowledges that modern slavery risks may exist within our supply chain. We are committed to conducting due diligence, promoting transparency, and working collaboratively with our suppliers to mitigate these risks.

**Continuous Improvement:** We believe in continuous improvement and will regularly review and update our approach to align with emerging best practices and changing global circumstances.

This strategic perspective reflects our dedication to addressing modern slavery from a comprehensive and ethical standpoint, encompassing our values, legal obligations, stakeholder expectations, and a commitment to ongoing improvement.

## Key Focus Areas

### **Supply Chain Due Diligence:**

During the statement period, AA Xpress Ltd has intensified its efforts to assess and monitor our supply chain for modern slavery risks. We have conducted comprehensive supplier audits and risk assessments to identify and address any potential issues.

### **Employee Training and Awareness:**

We have prioritised the education and awareness of our employees regarding modern slavery. Throughout 2022 and 2023, we have implemented training programs and awareness campaigns to ensure that our team is equipped to recognise and report any signs of modern slavery.

### **Supplier Engagement and Collaboration:**

AA Xpress Ltd has actively engaged with our suppliers to promote responsible and ethical practices. We have collaborated with key suppliers to strengthen their commitment to combatting modern slavery, emphasising transparency, ethical labour practices, and accountability.

### **Monitoring and Reporting Mechanisms:**

We have enhanced our monitoring and reporting mechanisms to better track and evaluate the effectiveness of our anti-modern slavery efforts. This includes the establishment of key performance indicators (KPIs) and regular reporting to senior management and stakeholders.

## Business and Operational Structure

### **Business Description:**

AA Xpress Ltd is a reputable company located in the heart of the North East of England. Our core business activities revolve around warehousing, storage, and logistics services. We operate from a 10,000 square foot warehouse facility and have established ourselves as a trusted provider of storage and distribution solutions.

### **Operational Structure:**

Our operational structure is designed to efficiently manage and deliver a range of services to our clients, which include medical kitting services, warehousing, logistics, and transportation. We maintain a well-organized and dedicated team of employees who are committed to ensuring the smooth and reliable execution of our services.

### **Clientele and Sectors:**

AA Xpress Ltd collaborates with a diverse range of clients, including both public and private companies. Our services cater to various sectors, including but not limited to:

**Logistics and Transportation**

**Healthcare and Medical Supplies**

**General Warehousing and Storage**

Notably, we are involved in the supply of medical kits for the UK Health Security Agency (UKHSA), underlining our commitment to contributing to critical healthcare efforts.

**Parent Company and Subsidiaries:**

AA Xpress Ltd operates as an independent small and medium-sized enterprise (SME) and is not a parent company. We do not have subsidiaries. Our business structure is streamlined to focus on our core services and clients' needs.

**Annual Turnover:**

For the fiscal year ending in 2022/2023, our annual turnover amounted to £1.35 million. This reflects our ongoing growth and success in delivering high-quality services to our clients across multiple sectors.

## Responsible Recruitment

**Responsible Recruitment:**

At AA Xpress Ltd, responsible recruitment is integral to our business practices. We firmly believe in recruiting individuals based on their qualifications, skills, and suitability for the job role. Our commitment to responsible recruitment aligns with international standards such as ISO 27001 (Information Security Management) and ISO 9001 (Quality Management).

**Recruitment Protocols:**

We have implemented stringent recruitment protocols to ensure that every individual we hire has the right qualifications, credentials, and permissions to work in the United Kingdom. These protocols encompass comprehensive background checks and verification processes to confirm the eligibility of our employees.

**Equal Opportunities:**

AA Xpress Ltd is dedicated to providing equal opportunities to all applicants, irrespective of their background, nationality, or ethnicity. We do not discriminate based on race, gender, religion, or any other protected characteristic. Our recruitment process is designed to be fair, transparent, and free from bias.

**Compliance with Legal Requirements:**

We remain committed to complying with all relevant laws and regulations related to employment and immigration. Our recruitment practices align with the legal framework established in the United Kingdom to prevent exploitation and ensure fair treatment of workers.

**Ongoing Monitoring and Improvement:**

We continuously monitor and review our recruitment processes to identify areas for improvement. This includes staying up-to-date with evolving best practices and legal requirements to maintain the highest standards of responsible recruitment.

By adhering to these principles and protocols, AA Xpress Ltd aims to not only ensure the integrity of our workforce but also contribute to the broader effort to combat modern slavery and human trafficking within the labour market. We are dedicated to upholding ethical standards throughout our recruitment processes, thereby mitigating the risks associated with modern slavery in our operations.

# Training and Awareness

## **Training and Awareness:**

At AA Xpress Ltd, we believe that well-informed and skilled employees are essential to maintaining ethical standards and preventing modern slavery in our operations. Furthermore we prioritise training and awareness of our staff to ensure their safety, wellbeing and the successful completion of their job responsibilities. Our commitment to comprehensive training extends to various aspects of our operations.

## **Transport Office Staff:**

Our transport office staff receive training on the use of our systems, including route planning and optimisation, as well as custom software packages. This training ensures that they can effectively and efficiently carry out their duties, promoting transparency and accuracy in our operations.

## **Warehouse Staff:**

Our warehouse staff undergo training in multiple critical areas, including:

**Fire Safety:** We equip our staff with the knowledge and skills to respond effectively to fire-related emergencies, ensuring their safety and that of their colleagues.

**Warehouse Security:** Security training helps our staff understand and implement security measures to safeguard our facilities, inventory, and personnel.

**Forklift and Manual Handling:** Proper training in forklift operation and manual handling techniques reduces the risk of accidents and injuries in our warehouse operations.

We empower our warehouse staff with the knowledge and skills needed to maintain a safe and secure working environment. This not only protects their well-being but also contributes to a positive workplace culture.

## **Kitting Staff:**

Kitting staff undergo specialized training tailored to the specific kits they work on. This training is regularly monitored and updated in accordance with the guidelines and needs of the UK Health Security Agency (UKHSA). Our commitment to up-to-date training ensures the highest quality in our supply of medical kits.

## **Safety and Well-being – Risk Mitigation:**

Our commitment to training extends beyond operational efficiency; it is imperative for the safety and well-being of our employees. Their physical and mental well-being is of paramount importance to us. By providing comprehensive training in these areas, we aim to mitigate risks to the safety and well-being of our staff. We understand that well-trained employees are not only more effective in their roles but also better equipped to avoid workplace hazards.

## **Compliance and Standards:**

AA Xpress Ltd ensures that all training programs for warehouse staff comply with relevant safety and industry standards. We regularly update our training materials to reflect the latest best practices.

### **Inductions and Toolbox Talks:**

All employees, including new hires, receive comprehensive inductions to familiarise them with our company's policies, values, and ethical standards. These discussions are instrumental in raising awareness and promoting responsible conduct among our workforce.

In addition to technical training, we actively promote cybersecurity awareness among our employees. Staying cyber secure is crucial in safeguarding sensitive information and preventing potential risks.

We also prioritize sustainability and social value in our operations. Our training initiatives include promoting sustainability practices and emphasising the social impact of our work.

In summary, our commitment to training and awareness extends to all aspects of our business, including safety, security, and operational efficiency. We believe that well-trained and informed employees are not only more effective in their roles but also better equipped to protect their safety and well-being. This approach aligns with our core values and contributes to ethical and responsible business practices.

## **Collaboration and Partnership Working**

### **Collaboration and Partnership Working:**

At AA Xpress Ltd, we recognize that addressing modern slavery requires a collective effort. We actively seek collaboration and partnerships with various stakeholders to strengthen our commitment to ethical business practices and social responsibility.

#### **Key Areas of Collaboration:**

**Suppliers:** We collaborate closely with our suppliers to ensure they share our commitment to combating modern slavery. This includes regular dialogue, audits, and joint initiatives to promote transparency and ethical labour practices in our supply chain.

**Government Agencies:** We work in cooperation with relevant government agencies and authorities to ensure compliance with all legal requirements related to employment, immigration, and modern slavery prevention.

**Private and Public Companies:** We engage with companies specialising in labour rights and human trafficking issues to stay informed about best practices, emerging risks, and opportunities for collaboration in addressing modern slavery.

**Industry Associations:** We actively participate in industry associations and initiatives focused on responsible business practices and supply chain ethics. This collaboration enables us to exchange knowledge and contribute to industry-wide efforts.

**Customers and Stakeholders:** We value the input and expectations of our customers, employees, investors, and the wider community. We engage with these stakeholders to align our practices with their expectations and gather insights that inform our approach to modern slavery prevention.

### Mutual Goals and Impact:

Our collaborations and partnerships are built on the shared goal of eradicating modern slavery from the supply chain. We believe that by working together, we can achieve greater impact and promote ethical business conduct.

### Continuous Improvement:

We are committed to continuous improvement in our collaborative efforts. We regularly assess the effectiveness of our partnerships and seek opportunities to enhance our collective impact in preventing modern slavery.

By actively collaborating and partnering with various stakeholders, AA Xpress Ltd demonstrates its dedication to fostering a culture of ethical responsibility and transparency. We firmly believe that working together is essential in the global fight against modern slavery and human trafficking.



Operating in 1  
country



Working with 28  
suppliers



Employing 21  
workers



Serving 100s  
of customers

## Governance Structure

### Governance Structure:

At AA Xpress Ltd, we maintain a streamlined governance structure to address issues related to modern slavery and forced labour. We believe that even as a smaller organization, it is vital to ensure that our commitment to ethical business practices is upheld at all levels.

### Key Stakeholders Involved and Responsibilities:

**Directors:** Our two Directors play a central role in overseeing our organisation's approach to modern slavery and forced labour. They provide guidance and support to ensure our efforts align with our values and objectives. The Directors set the overall direction and expectations for our modern slavery and forced labour initiatives. They monitor progress and ensure resources are allocated appropriately.

**Transport Operations Manager:** The Transport Operations Manager is responsible for implementing and managing anti-slavery policies and practices within the transportation department. They work closely with the rest of the team to ensure compliance. They ensure their team is well-informed, trained, and equipped to address modern slavery risks within their scope of operations.

**Finance Manager:** The Finance Manager is responsible for implementing and managing anti-slavery policies and practices within the financial operations of the company.

**Reporting Structure:**

The Transport Operations Manager and the Finance Manager report directly to the Directors. This reporting structure ensures that modern slavery and forced labour issues receive the necessary attention and oversight within our organisation.

Despite our smaller size, AA Xpress Ltd is dedicated to addressing modern slavery and forced labour. Our simplified governance structure enables us to manage and monitor these issues effectively, ensuring that responsibility and accountability are clearly defined at all levels of the organisation.

## Due Diligence

**Due Diligence Processes:**

At AA Xpress Ltd, we have implemented comprehensive due diligence processes to address modern slavery risks within our operations and supply chain. These processes are essential to ensure that our subcontractors and third-party suppliers uphold ethical labour practices and adhere to our commitment to combating modern slavery.

**a) Selection:**

When selecting subcontractors and third-party suppliers, we consider a range of criteria, including their track record in ethical and responsible business conduct. Our supplier selection criteria include an evaluation of their commitment to human rights, labour standards, and anti-modern slavery measures.

**b) Onboarding:**

During the onboarding process, we conduct thorough assessments of subcontractors and third-party suppliers to evaluate their compliance with our modern slavery and labour standards. This includes reviewing their policies, practices, and transparency regarding labour and human rights.

**c) Ongoing Management:**

Our commitment to due diligence extends beyond the onboarding phase. We continuously monitor and manage our subcontractors and third-party suppliers to ensure that they maintain the highest ethical standards throughout our business relationship.

### **Decision-Making and Oversight:**

The decision-making process and requirements around supplier selection criteria are overseen by our Directors and senior management team. They are responsible for approving and updating our supplier selection criteria, ensuring that these criteria align with our commitment to combating modern slavery.

Our Finance Manager plays a key role in applying and assessing due diligence processes. They work closely with the Transport Department to ensure that subcontractors and third-party suppliers meet our ethical and legal standards.

Additionally, our due diligence processes are regularly reviewed and updated to align with evolving best practices, legal requirements, and emerging risks related to modern slavery.

By applying and assessing due diligence throughout the supplier selection, onboarding, and ongoing management processes, AA Xpress Ltd demonstrates its dedication to preventing modern slavery and ensuring that ethical labour practices are maintained within our supply chain. Our leadership team and Modern Slavery Compliance Officer work together to oversee and manage these critical processes.

## **Key Performance Indicators**

### **Reducing the Risk of Modern Slavery and Labour Exploitation:**

**Supplier Compliance Rate:** Measure the percentage of subcontractors and third-party suppliers that meet our modern slavery and labour standards. Aim for continual improvement in compliance over time.

**Incident Reporting Rate:** Track the number of reported incidents or concerns related to modern slavery within our operations and supply chain. Monitor this rate to ensure prompt detection and response.

**Risk Assessment Results:** Assess and quantify the outcomes of our modern slavery risk assessments. Regularly review the risk profile of our supply chain and evaluate the effectiveness of mitigation measures.

### **Increasing Awareness:**

**Employee Training Completion Rate:** Measure the percentage of employees who have completed modern slavery awareness and prevention training programs. Ensure that all employees receive appropriate training.

**Stakeholder Engagement:** Evaluate the level of engagement and feedback from key stakeholders, including customers, employees, and investors, regarding our modern slavery initiatives. Use this feedback to adapt and improve awareness campaigns.

**Media Coverage:** Monitor media coverage related to our organisation's modern slavery efforts. Positive coverage and recognition indicate increased awareness and a positive reputation.



**Adopting Preventive Practices:**

**Responsible Recruitment:** Track the adherence to responsible recruitment practices, including the selection of subcontractors and third-party suppliers who uphold ethical labour standards.

**Supplier Audits:** Measure the frequency and outcomes of supplier audits to assess compliance with modern slavery and labour standards. Ensure that corrective actions are implemented when necessary.

**Pricing and Procurement:** Evaluate the impact of responsible procurement practices on pricing and supplier relationships. Monitor any cost implications and supplier responses.

**Recruitment Practices:** Assess recruitment practices to ensure that they are aligned with ethical labour standards. Monitor any changes in recruitment processes and ensure compliance.

These KPIs provide a framework for measuring the effectiveness of our efforts in reducing the risk of modern slavery and labour exploitation, increasing awareness, and adopting preventive practices. Regular monitoring and reporting on these KPIs help us continually improve our modern slavery prevention initiatives and uphold our commitment to ethical business conduct.

**Authorised By**

This statement was approved by the Directors of AA XPRESS LTD

Signed by: 

Date: 18th September 2023

Position: Managing Director