

	Uncontrolled for Distribution	Issue 01
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Title: Anti-Slavery & Human Trafficking Policy Statement		

The Modern Slavery Act (UK) came into effect from October 2015. One Murphy Global Logistics Services (One Murphy) is committed to a work environment that is free from human trafficking, forced labour and unlawful child labour (collectively ‘human trafficking and slavery’). One Murphy believes that it has a responsibility for promoting ethical and lawful employment practices.

One Murphy will not knowingly use unlawful child labour or forced labour in any of the locations or services it provides, nor will it knowingly accept commodities, products and/or services from suppliers that employ or utilise child labour or forced labour.

This policy sets out the high standards of behaviour and integrity that One Murphy requires from its employees in relation to the Modern Slavery Act 2015 to prevent slavery and human trafficking. One Murphy also requires its suppliers and contractors to respect and follow this policy statement as a core term of any contracts that they may have with any member organisation or business supply chains

Rationale

Human trafficking and slavery are crimes under UK and international law. These crimes exist in countries throughout the world. This policy statement defines One Murphy’s commitment to ensuring that human trafficking and slavery does not exist within its own business, but also details how One Murphy will make efforts to eradicate the same from other businesses with whom it shall maintain a relationship. One Murphy will take appropriate steps to ensure not only its own compliance but also that these requirements are followed by its suppliers, subcontractors and/or business partners (collectively ‘Suppliers’). All suppliers are therefore required to adhere to the following.

Definitions

Human Trafficking: The recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced Labour: All work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labour: Consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child’s education, or to be harmful to the child’s health, or physical, mental, spiritual, moral, or social development.

Steve Cooper
Chief Executive Officer
