

Anti-Slavery Statement



from the **Chief Executive Officer of ByBox** (includes four trading companies ByBox Holdings Limited, ByBox Field Support Limited, ByBox SAS, ByBox.com Inc)

We are committed to improving our practices to combat slavery and human trafficking.

Our Business, Structure and Operation

ByBox believes that with the right technology, we can help keep the world working. Our software platforms and physical lockers enable you to operate with less inventory, and to reduce your costs. We create the technology that makes sure you get the right parts, in the right place, at the right time. To find out more, please get in touch today.

We are the parent trading company of the ByBox corporate group (Group). The Group has over 470 employees and operates in the UK, USA, Republic of Ireland, France, Belgium, the Netherlands, New Zealand, Israel, Canada, Jersey and the Channel Islands. The Group had a global annual turnover (for 2018) of £74,647,254.

Our Supply Chains

Our supply chains include third party courier companies, providers of engineering services, locker (and associated parts) manufacturers and IT service providers.

Our policies on slavery and human trafficking

In line with our core company values we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Statement reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we undertake a robust tendering process to enable us, among other matters, to:

Recruitment

Recruitment process includes robust controls to validate the ID of any prospective

employees and ensure that they have full Right to Work documentation and relevant reference and background checks are carried out. Recruitment agencies, where used, are from our Preferred Supplier list and subject to full due diligence by the Procurement Team.

Supply Chain and Third-Party referrals

To ensure our customers can have confidence in our partners ByBox have implemented a Supplier Compliance Questionnaire and recently launched an updated Procurement policy to cover requirements such as Employee and Modern Slavery legislative compliance. It is a requirement that all listed providers must complete this assessment to be included as a registered provider.

The below are minimum requirements and ByBox will only engage with suppliers and contractors who subscribe to and operate on similar principles as above:

- ByBox expects all suppliers to behave ethically and treat all employees, customers and sub-contractors fairly and with respect.
- Equality Act 2010 - to protect against discrimination, harassment, and victimisation.
- Suppliers must comply with all human rights and employment law in the jurisdictions in which they work which includes complying with the Modern Slavery Act 2015.
- ByBox expects suppliers to adhere to anti-corruption laws, including but not limited to the Bribery Act 2010 and anti-money laundering regulations.

By actively reviewing our current suppliers we commit to the following points:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.

Protect whistle blowers

ByBox has a well-established and effective Whistleblowing Policy and procedure.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we commit to provide training to our staff. We also request our business partners to provide training to their staff and suppliers and providers.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's slavery and human trafficking statement for the financial year ending 31 December 2019.

Signed



Stuart Miller – Co-Founder & CEO

Date

26th March 2019