

Introduction:

Pace Logistics we recognises the responsibility that we share with our suppliers and customers to buy and sell our warehouse and transport services in an ethical manner.

This policy is a core element of this commitment to how we aim to do business including responsible sourcing.

We want our customers, suppliers, Palletforce network members and other stakeholders to be confident that the people who supply us with goods and services are treated fairly, with respect for human rights and are not exposed to unsafe or demeaning working conditions.

We believe that when ethical standards are in place, this can improve worker wellbeing, productivity and quality, which benefits both our suppliers and our customers.

Our aim is to develop long-term trading relationships that are always based on the principle of fair, open and honest dealings.

Only suppliers and customers who share these principles and values will be considered appropriate to trade with Pace Logistics.

A series of documented policies are in place that detail the standards which we apply to key areas of business activity including Health, Safety and Wellbeing, Employee Rights, Privacy, Ethical Trading a Energy Consumption and Carbon Reduction.

The requirements as detailed in this policy constitute our minimum or baseline standards.

Suppliers are not only expected to comply with UK and international laws, regulations, codes and standards but also industry best practice.

Although Pace Logistics is an SME our aim is to grow the business in a sustainable and responsible manner; to support this we are a learning organisation and continually looking at best practice within and outside our industry.

One such example is that we are actively looking at how we can incorporate and embed the UN Sustainability Goals within our business.

As seen in Policy No 17 this forms part of our Quality and Continuous improvement plan.



Suppliers and customers:

As a UK logistics business our main activities are warehousing and distribution.

Our main transport activity related purchases are:

- a) Vehicles and trailers
- b) Diesel
- c) Tyres and other vehicle consumables such as oil, Addblue and coolant
- d) Spare or replacement parts
- e) External servicing and repair
- f) Driver CPC training
- g) Driver recruitment services including agency drivers
- h) Palletforce pallet network services

Our main warehouse and office activity related purchases are:

- a) MHE (Manual handling equipment)
- b) Diesel and LPG
- c) Electricity
- d) Stretch wrap, print labels, print ribbons and other consumables
- e) Office furniture and equipment
- f) IT equipment including servers, computers, screens and printers

Our other general business purchases are:

- a) Building and vehicle leases
- b) Legal and professional services

Suppliers and customers requirements:

Policy 13 details our Ethical Trading policy.

As a UK logistics company we have little activity with organisations or businesses outside the UK.

In fact all the services we offer are procured by UK companies and invoiced in the UK be it that some companies are subsidiaries of foreign companies.

The same is also true of items and services procured by Pace Logistics.

Reference: P13	Version: 2	Date issued: 5 May 2026	Issued by: Peter Ulleri
----------------	------------	-------------------------	-------------------------

*This is not a control document for ISO accreditation or other purposes

As part of our procurement and supply evaluation we assess various key factors as detailed below before determining whether to do business or continue to do business with them.

As detailed in our privacy and data protection policy, we accept our responsibility to ensure any information provided by our suppliers and customers confidential and not to be shared with competitors, other businesses and/or individuals within or outside of the business unless required as part of the normal course of business such as a delivery contact name and address details.

If Pace Logistics becomes aware of any supplier and/or customer exploiting workers including the use of child labour it will immediately cease to use or supply them and report the issue to the appropriate authorities.

These key factors are detailed below:

1. Employment is freely chosen

- a) There is no forced, bonded or involuntary prison labour.
- b) Workers are not required to lodge monetary deposits, passports or their identity papers with their employer or third party and are free to leave their employment after reasonable notice.

2. Freedom of association and the right to collective bargaining are respected

3. Working conditions are safe and hygienic

- a) A safe and hygienic working environment is provided, that takes account of the particular industry and of any specific hazards.
- b) Reasonable and adequate steps are taken to prevent accidents and injury including training and the provision of safety equipment.

4. Child labour shall not be used

- a) There has never been and never will be any recruitment of child labour by Pace Logistics.
- b) Pace Logistics has a zero tolerance policy to suppliers and/or customers who use child labour.

5. No harsh, inhumane or unfair treatment is allowed or acceptable

Physical abuse or discipline, the threat of physical abuse, sexual or other harassment and verbal abuse or other forms of intimidations shall be prohibited.

6. Entitlement to work

Only workers with a legal right to work in the country should be employed.

7. Labour Providers

Only UK registered agencies will be used and all commercial relationships will be covered by a Service Level Agreement which meets all national legal requirements.

Environment:

Policy 11 details our Environmental policy.

Pace Logistics is committed to achieving net zero for all Scope 1 and 2 activities by 2050.

Furthermore, we when selecting and setting up our new operating site we will give full consideration as to how we can minimise our wider environmental impact in terms of noise and light pollution, water usage, waste minimisation, segregation and recycling.

Legal duties:

Pace Logistics is committed to ensuring all UK laws and regulations are complied with fully.

Our aim is to achieve higher standards than those required by law.

Where there has been a breach through a deliberate act, error or omission we will look to report the matter to the relevant authorities through the principle of due candour.

Open learning and best practice:

Pace Logistics is committed to open learning and the introduction of ethical best practice within the business.

As such we will look to understand and incorporate the highest possible standards from within our industry.

This includes ethical best practice as disseminated from:

- a) Logistics organisations such as the Road Haulage Association, The Palletforce Pallet Network and membership, UKWA (UK Warehousing Association) and the CILT (Chartered Institute of Logistics and Transport);
- b) External business organisations including the local Chamber of Commerce;
- c) Specialist organisations such as EcoVadis;
- d) External consultancy services including Dekra and 2050 Logistics;
- e) Guidelines published by public authorities such as those published by the HSE.

These are incorporated into our updated policy documents and Continuous Improvement plans.

Staff communication and whistle-blowing:

Pace Logistics encourages open and honest two-way communication with all our staff.

This communication process enables us to identify if there are issues within the business (such as bullying or harassment) or external (such as a customer who is breaking the law).

Such communication may at times be confidential and where appropriate may lead to Pace Logistics contacting public authorities such as the Police, HSE and/or UK Border Control.

Reference: P13	Version: 2	Date issued: 5 May 2026	Issued by: Peter Ulleri
----------------	------------	-------------------------	-------------------------

*This is not a control document for ISO accreditation or other purposes

Pace Logistics also recognises that if an employee is dissatisfied or concerned with the response provided by the company then they have the right to escalate and report such matters under our whistle-blower policy.

Other:

Specific details of how we meet our objective of trading ethically can be found in our policy documents which are available on request.

We accept that as a people and learning organisation there may be occasions when we fall short.

Should this be the case we will look to take corrective action quickly and decisively for the sake of the business as a whole but also for that of our stakeholders and wider society.

This policy is aligned to the our principles related to environment, social and governance.

This Policy will be reviewed at least annually and revised as necessary to also reflect changes to the business activities and any changes to legislation.

Any changes to the Policy will be brought to the attention of all employees.

Approved & Authorised by:	 Greg Thurston Managing Director
Date:	5 May 2026