



MODERN SLAVERY STATEMENT

2024



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This statement is published in accordance with Section 54 of the Modern Slavery Act (2015). It sets out the steps taken during the year ending 31 March 2024 by Gist Limited (“Gist”) to ensure that no form of modern slavery takes place in its business operations and supply chain.

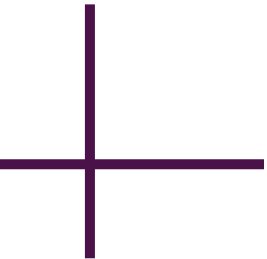
Modern Slavery, servitude, forced labour and human trafficking are issues of increasing global concern. Gist requires its supply chain partners and contractors to comply with its values, policies, and standards on this matter.

Gist’s managers and colleagues are expected to report concerns, using the appropriate reporting channels, and our senior leaders are expected to act upon them.

Our Business

Gist is owned by Marks and Spencer Group plc and is a UK-based Logistics company with circa 5,700 colleagues. Gist operates from multiple locations in the UK and Republic of Ireland, with its head-office in Basingstoke.

We continue to work hard to identify actual or potential risks of Modern Slavery. Risks of Modern Slavery are fluid and can change quickly, therefore, we regularly reassess our key risks.





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Supply Chain Partners & Suppliers

As part of our standard procurement process all of Gist's suppliers are required to commit to its Code of Business Conduct which explicitly details non- tolerance of human trafficking or Modern Slavery in any form. All our contracts contain specific reference to Modern Slavery and Gist will only work with suppliers that commit to meeting these standards.

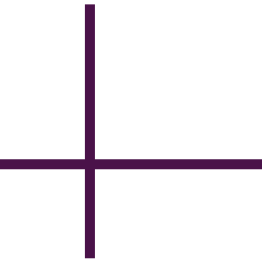
Confidential Line:

Our Confidential Line and online portal managed by Safecall has been designed to handle any concerns raised in relation to the application of our Code of Business Conduct. It provides a channel for both colleagues and third parties to report potential irregularities. Gist will not tolerate, and strictly prohibits any type of retaliation against those who raise concerns.

Policies and Governance

Gist has a Modern Slavery policy that is aligned to the Modern Slavery Act, fully endorsed by the Gist Board and integrated into our core business practices.

Gist's Modern Slavery policy details the standards and conduct by which we engage with and employ our colleagues. The Gist Code of Business Conduct details the standards and conduct expected of our stakeholders / suppliers and includes matters relating to human rights and fair treatment.



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Current Initiatives

As part of our drive for continuous improvement and learning, Senior Managers in our Procurement, HR, and Corporate Governance teams are sponsors for the design and review of processes and procedures to reduce the risks of Modern Slavery. Gist has recently undertaken the following activities to minimise the risk of Modern Slavery

- We continue to work in partnership with our suppliers to create a greater awareness of Modern Slavery and the circumstances that may give cause for concern.
- We review the Modern Slavery statements of our core suppliers to gain the required assurance of their ongoing compliance.
- We have created a Modern Slavery checklist whereby we frequently review our colleagues' home addresses and bank details for duplicates and any unusual changes. Where necessary we investigate any concerns to help us monitor our colleagues' independent living status
- We have worked with 'Stronger Together' to further develop our Modern Slavery agenda. Using the Stronger Together Progress Reporting tool we are continuing to identify opportunities for improvement across our network.

Stronger Together is a multi-stakeholder business-led initiative aimed at eliminating the practices of forced labour, human trafficking, and third-party worker exploitation.

- All managers were required to complete the Marks and Spencer training course - People Behind the Product which includes Modern Slavery content.

Approved and signed on behalf of Gist Ltd board of directors on 27/06/2024



Signed by Nick Hay, CEO and Director, Gist Ltd, on 27/06/24