

UK MODERN SLAVERY ACT TRANSPARENCY STATEMENT

This transparency statement is submitted pursuant to sections 54(4)(a) and 54(5) of the Modern Slavery Act 2015 for fiscal year ending 31 December 2024.

Expeditors International (UK) Ltd. ("Expeditors") is committed to ensuring that there is no modern slavery or human trafficking in any part of its business or that of its service providers. Expeditors does not tolerate abuses of applicable labour standards, including any forced, bonded, or compulsory labour or any employment of workers below the minimum legal age of employment, and is committed to full compliance laws and regulations prohibiting trafficking in persons. Our Ethics & Compliance Program is designed to ensure that Expeditors maintains compliance with all applicable law and regulations.

Overview

The Modern Slavery Act 2015 requires commercial organizations supplying goods or services with a turnover of more than £ 36 million to prepare and publish an annual slavery and human trafficking statement. This statement must set forth the steps that the organization has taken during its financial year to ensure that slavery or human trafficking, which includes recruiting, harbouring, transporting, providing, or obtaining a person for labour or services through use of force, fraud, coercion, abduction, deception, abuse of power or position, or giving receiving of payments or benefits to achieve the consent of a person having control over another person for the purposes of exploitation, is not taking place in any parts of its own business and any of its supply chains.

Expeditors is part of our global business Expeditors Inc. with our headquarters in Seattle, USA. Our UK Headquarters are based near London Heathrow. This statement applies all our UK and global operations.

Our Policies

Expeditors' [Code of Business Conduct](#) establishes our expectations and creates accountability with respect to labour standards and other ethical concerns. Our Code of Business Conduct applies to all of our employees, directors, and officers, as well as to our service providers. Approved transportation, warehouse, and customs brokerage-related service providers are required to certify their compliance with all applicable laws, regulations, and our Code of Business Conduct. These service providers also are subjected to our risk-based due diligence process to determine whether they are eligible to enter into a commercial relationship with Expeditors.

Our Practices

Expeditors has taken steps to address human trafficking and modern slavery risk, including:

- Establishing a Combatting Trafficking in Persons Standard, which outlines the key issues surrounding modern slavery, our general guidelines applicable to employees, officers, directors or third-party providers doing business with Expeditors, as well as a process for raising concerns internally, including an employee helpline, operated by an independent service provider, to enable anyone to anonymously report any suspected misconduct;

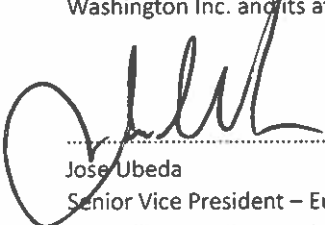
- Providing an Employee Assistance Program which supports employees' health via free counselling sessions on issues related to mental health, legal and finances;
- Implementing policies that protect our employees from unfair treatment and promote a safe and inclusive workplace environment; and
- Providing annual training on human trafficking prevention and modern slavery to increase awareness of this issue among all employees in an effort to detect and report any concerns, which must be completed by all employees.

Raising Concerns

Every employee, director, officer, and third party acting on behalf of Expeditors is required to report any known or suspected violation of our Code of Business Conduct, including any abuse of applicable labour standards and, specifically, any suspected instance of forced, bonded, or compulsory labour or employment of workers below the minimum legal age of employment. We take all reports of potential violations seriously and investigate all reported violations.

The Board of Expeditors International of Washington Inc. and Expeditors International (UK) Ltd acknowledges the significance of the issues addressed in this Statement and under the Modern Slavery Act. We remain steadfast in our commitment to preventing slavery and human trafficking within all aspects of our operations.

We will continue to implement and strengthen measures to ensure that these practices have no place in our business or supply chains. The Board values this opportunity to reaffirm its dedication to ethical conduct and responsible business practices across Expeditors International of Washington Inc. and its affiliated entities.



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Jose Ubeda
Senior Vice President – Europe
Expeditors International of Washington, Inc.