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## Seko Logistics London Limited

### Section 172

Section 172(1)(a) to (f) of the Companies Act 2006 requires Directors to take into consideration the interests of stakeholders in their decision making, to this effect the board of directors of Seko Logistics Group Limited consider that they have acted in such a way that would be most likely to promote the success of the Company for the benefit of its members as a whole.

#### **(a) The likely consequences of any decision in the long-term.**

The key decisions taken during 2022 related to the ongoing operational management and promotion of the Company. The long-term effect of such decisions is always considered, in order to ensure that the operations of the Company are sustainable into the future.

#### **(b) The interests of the Company's employees**

The Directors consider the employees as one of the key stakeholders within the Group. The Company takes steps to communicate and consult with employees in order to ensure that as far as possible, employees are engaged, involved and informed about decisions which affect them. Decisions taken by the directors to protect and promote the best interests of the Company also inherently protect the interests of its employees.

#### **(c) The need to foster the Company's business relationships with suppliers, customers and others**

The Directors recognise that the success of the Company is reliant on the stakeholders of the business and, to this effect, the Company engages with these stakeholder groups, we look to ensure our suppliers have the same core values as the Group and that suppliers adhere to the SEKO Anti-Bribery and Corruption policy as well as the Seko anti-slavery and human trafficking statement, details of which are available on the Company's website: <https://www.sekologistics.com/us/about/resources/>

There is a large and diverse customer base, the Group follows client first approach. At SEKO, we place our clients, at the heart of every working day and our employees are focused on delivering service excellence.

#### **(d) The impact of the Company's operations on the community and environment**

The Company is conscious of both its social and environmental impact, and the directors seek opportunities to limit the environmental footprint of the operations of the Company wherever this is practically and commercially feasible. The Directors take very seriously their responsibility of ensuring the Group is a good corporate citizen. Business creates wealth that, through taxes, delivers the investment which, if properly managed by politicians, leads to a fairer and more prosperous society. In 2021, Seko Logistics (London) Ltd contributed taxes, within the UK, whether borne by the Company or collected on behalf on HMRC of £32.4m (2021: £32.4m). We are proud of the part we play in our industry's contribution through its economic activity.

#### **(e) The desirability of the Company maintaining a reputation for high standards of business conduct**

In order to ensure that the business maintains its reputation and integrity, the board promotes a corporate culture based on sound ethical values and behaviours which are essential to maximise shareholder value. The SEKO code of conduct and Ethics policy, SEKO anti-trust policy and SEKO Anti-Corruption and Foreign Corrupt Practices Act Policy are available on the companies website: <https://www.sekologistics.com/us/about/resources/>

Seko provide an anonymous hotline, as well as good practice in terms of corporate governance, it also provides employees with a process to raise any suspected wrong doings, misconduct or illegal acts that they have witnessed or become aware of. This reconfirms the Group commitment to promoting the highest possible standards of openness, integrity and accountability across the business.

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**Section 172 (continued)**

**(f) The need to act fairly toward members of the Company**

The Company is ultimately owned by Seko Global Logistics Network LLC, and key decisions of the Company are supervised by that shareholder. Information is shared effectively to ensure that the shareholder is engaged.

This report was approved by the board and signed on its behalf by:

**G B Stofberg**  
Director

Date:

29<sup>th</sup> June 2023

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