



MODERN SLAVERY STATEMENT

2021

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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 December 2021 by Gist Limited (“Gist”) to ensure that no form of modern slavery takes place in its business operations and broader 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 Linde plc and is a UK-based Logistics company with more than 6,000 colleagues. Gist operates from multiple locations in the UK, Europe and the USA; 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 & Suppliers

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

Integrity Line:

Our Integrity Line has been designed to handle any concerns raised in relation to the application of our Code of Business Integrity. It provides a channel for both colleagues and third parties to report potential irregularities. Our integrity line is managed externally and is confidential. Gist will not tolerate, and strictly prohibits any type of retaliation against those who raise concerns.

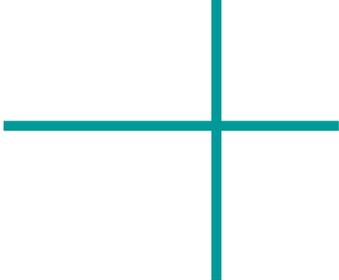
Policies and Governance

Gist has a Modern Slavery policy that is fully 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 Integrity details the standards and conduct expected of our stakeholders/suppliers and includes matters relating to human rights and fair treatment.

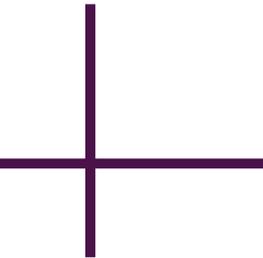
To support the application of the above policies and to manage the risks associated with Modern Slavery, Gist has formed a Modern Slavery committee who regularly provide the Gist Board with updates and potential risks.

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Due Diligence & Audit

As part of our drive for continuous improvement and learning, senior managers in our procurement, HR, and corporate governance departments' are sponsors for the design and review of processes and procedures to reduce the risks of Modern Slavery. Gist has undertaken the following activities during the year to minimise the risks

- ◆ 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 annually to gain the required assurance of their ongoing compliance.
 - ◆ Gist has worked in conjunction with the Gangmasters and Labour Abuse Authority (GLAA) to gain a greater understanding of the challenges and circumstances associated with Modern Slavery.
 - ◆ 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
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Future Activities

Gist is in the process of joining 'Stronger Together' in order to further develop its Modern Slavery agenda. 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 new Gist colleagues receive training on its Code of Business Integrity upon joining the business. In 2022, we will also undertake refresher training for all colleagues and normally do this every two to three years

This year we will also undertake a number of awareness campaigns including the launch of a new training module for all management and HR colleagues involved in recruitment

Approved and signed on behalf of Gist Ltd board of directors on 19 April 2022.



Signed by Michael Chambers, Director, Gist Ltd, on 19 April 2022