

## 2019-2020 Modern Slavery Report

### Introduction

Modern slavery is a crime and a morally reprehensible act that deprives a person's liberty and dignity for another person's gain. It is a real problem for millions of people around the world, including many in developed countries, who are being kept and exploited in various forms of slavery. Every company is at risk of being involved in this crime through its own operations and its supply chain.

At Geoquip Marine, we have a zero-tolerance approach to modern slavery and are fully committed to preventing slavery and human trafficking in our operation and supply chain. We have taken concrete steps to tackle modern slavery, as outlined in our statement.

This statement is made in accordance with Section 54, Part 6 of the UK Modern Slavery Act 2015 ('The Act') and sets out the steps that Geoquip Marine, its subsidiaries and operating divisions (together 'Geoquip' or 'the Group') are ensuring that slavery and human trafficking is not taking place in Geoquip's supply chain or in any part of its business. This statement (or a link to this statement) is published on the Geoquip Marine website that are required by the Act to publish an annual statement on modern slavery.

### Our business and supply chains

Geoquip Marine Group provides offshore geotechnical solutions worldwide to the oil and gas and renewable energy industries, infrastructure developers, and government and research organisations. We safely obtain data from the seabed and sub strata, interpret that data and provide engineering and scientific recommendations in reports to our clients.

Our main office is in Sankt Gallen in Switzerland and we operate 5 vessels with dedicated geotechnical drilling rigs and deliver our services around all continents and all seas. As a consequence, our supplier basis is also scattered around the world.

We establish a relationship of trust and integrity with all our suppliers, which is built upon mutually beneficial factors. Our supplier selection and on-boarding procedure includes due diligence of the supplier's reputation, respect for the law, compliance with health, safety and environmental standards, and quality standards.

### Geoquip's slavery and human trafficking risks

Next to the standard suppliers of Geoquip which are mainly situated in Europe, we also have suppliers of services to our vessels in the countries where the projects we undertake are situated.

For our standard suppliers in Europe (mainly the Netherlands, United Kingdom, Switzerland) the risk of Modern Slavery or Human Trafficking with our suppliers is very low. The companies we deal with in these countries are long established and renowned suppliers.

Over the past year 2019 Geoquip has been performing projects in the UK, Japan, Taiwan, Singapore, Nigeria, Cameroon, Trinidad and Tobago, the United States of America and Mexico. Our suppliers in these countries are mostly limited to port services (maritime agents, port authorities, maritime chandlers...). Occasionally we also hire local personnel through established agencies in the country. The risk in some of these countries in Far East or in Africa is present, but currently deemed low given the type of business and our mitigating actions.

## Policies

Geoquip operates the following policies for identifying and preventing slavery and human trafficking in our operations:

- Modern Slavery and Human Trafficking policy
- Social Responsibility policy
- Non-discrimination, Bullying and Harassment Policy
- Local Content policy

All these policies aim at a respectful employment of all labour in any way possible in any place over the whole world. We strive to maintain the highest standards of conduct and ethical behaviour when operating at home or abroad and managing our supply chain.

## Supplier due diligence

Geoquip conducts due diligence on all new suppliers during on-boarding and on existing suppliers at regular intervals. This includes:

- Assessing risks in the provision of particular services in particular countries
- Supplier questionnaire assessing the H&S standards, labour relations and ethical status of the Suppliers.
- Sanctioning or not accepting suppliers that do not conform to our set standards of nil tolerance.

We require all suppliers to attest that:

- They have policies in place to prevent human rights violations and all forms of Modern Slavery and Human Trafficking
- They don't use any form of forced, compulsory, slave or child labour and don't know of any such use in their supply chain.
- They follow all national labour standards as minimum wages, working hours, working conditions....

## Awareness

Geoquip has raised awareness of modern slavery issues by issuing their Modern Slavery and Human Trafficking policy and sending this policy to all decision makers in the company and requiring their absolute commitment to the policy.

All staff was informed of the existence by publishing the policy on the Integrated Management System.

## Training

As 2019 is the first year the Human Trafficking threshold is passed Geoquip will integrate the Human Trafficking policy into the induction of all staff.

## Measuring Performance

Geoquip will set out key indicators and controls to check the commitment to the Modern Slavery and Human Trafficking policy in our organization and supply chain. These could include:

- How many employees have completed mandatory training?
- How many suppliers have filled out our new supplier questionnaire positively?

This statement covers 1/1/2019 – 30/4/2020 and has been approved by the board of Geoquip Marine.