

Anti-Slavery and Human Trafficking Policy

Policy

Consistent with our Code of Conduct, Geoquip Marine strictly prohibits the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains. We expect that our suppliers will hold their own suppliers to the same high standards.

Modern Slavery and Human Trafficking

Modern slavery is a term used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour. Human trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited. Modern slavery and human trafficking are crimes and violations of fundamental human rights.

Commitments

We expect everyone working with us or on our behalf to support and uphold the following measures to safeguard against modern slavery and human trafficking:

- We have a zero-tolerance approach to modern slavery in our organisation and our supply chains.
- The prevention, detection and reporting of modern slavery is our joint responsibility.
- We monitor the risk of modern slavery in our operations and supply chain.
- We take a pro-active risk-based approach to our contracting processes and engage local professional support where circumstances warrant further investigation or specific prohibitions tailored to mitigate against the risk modern slavery and trafficked labour. We commit to taking immediate and appropriate action in the event of any breach with the greatest consideration given to the victims of any such breach of fundamental human rights.

The company's Board of Directors and senior management shall take responsibility for implementing this policy statement and its objectives and shall provide adequate resources to ensure that slavery and human trafficking is not taking place within the organisation and its supply chain.

This policy will be reviewed and updated, if necessary, on a regular basis. Any changes will be communicated to employees at the earliest opportunity.