

C J BOURNE (ASSET MANAGEMENT) LIMITED

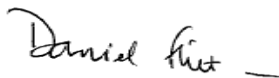
C J Bourne (Asset Management) Limited is a private limited company incorporated in England and Wales whose registered address is Gardiner House, 6b Hemnall Street, Epping, Essex, CM16 4LW with company number 03687861. C J Bourne (Asset Management) Limited is the parent company of Seabourne Group Limited.

Under the UK's Modern Slavery Act 2015, C J Bourne (Asset Management) Limited is required to publish a Slavery and Human Trafficking Statement for each financial year, describing what steps we have taken to address the risk of slavery or human trafficking occurring in our own operations and our supply chains.

This is our annual statement for the year ended 31st March 2022 and incorporates the statement of our subsidiary company, Seabourne Group Limited, and its approach, processes and principles in combating slavery and human trafficking. This is a statement which is updated annually. As C J Bourne (Asset Management) Limited is a holding company we will abide by the current version of Seabourne Group Limited's statement. Please find enclosed a copy of this statement.

Approved by the Board of C J Bourne (Asset Management) Limited on 1st April 2022.

Signed by



Name: Daniel Flitterman

Title: Company Secretary

Date: 1st April 2022

Enc: Seabourne Group Limited Modern Slavery Statement

Seabourne Group Limited's Modern Slavery Statement

Introduction

Seabourne Group Limited's ("Seabourne") modern slavery statement is made pursuant to Section 54 of the Modern Slavery Act 2015. Seabourne's current modern slavery statement relates to its actions and activities during the financial year 1 July 2020 to 30 June 2021.

Seabourne recognises that modern slavery is a crime where people are exploited and treated as commodities for commercial gain. It includes slavery, servitude, forced labour and human trafficking and is a violation of fundamental human rights.

Seabourne is committed to carrying out our business in an honest and ethical manner. Therefore, it takes a zero-tolerance approach to any form of modern slavery and this statement sets out the steps that Seabourne have undertaken, and are continuing to take, to attempt to ensure that modern slavery or human trafficking is not taking place within its business or supply chain.

Organisation and Structure

Seabourne operates in both domestic and international freight and courier work as well as providing other logistic services and has developed into one of the industry's leading independent operators with 7 active subsidiaries; 3 based in the UK, 2 in the Netherlands, 1 in France and 1 in South Africa. Seabourne is owned by its holding company, C J Bourne (Asset Management) Limited. Seabourne Group Limited's subsidiaries are Seabourne Forwarding Limited and Seabourne Mail Solutions Limited.

Supply Chain

Seabourne's supply chain includes local, national and international suppliers and Seabourne does not knowingly do business with any supplier who commits any breach of the Modern Slavery Act 2015.

Seabourne's supply chain includes (but is not limited to): engineering suppliers; fuel suppliers; road transport suppliers; port companies; asset lessors; information technology service providers; insurance and facilities management companies and other supply chain suppliers.

Seabourne has a number of long-standing relationships with its top tier suppliers with some of these relationships ranging from 5 to 10 years in length. Seabourne has developed these relationships on a base of transparency and honesty which is underpinned by Seabourne's commitment to carry out business in an honest and ethical manner.

Due Diligence

Seabourne is aware that there is a risk of modern slavery within all businesses, even those based within the UK. Seabourne is working to put in place effective systems and controls to ensure modern slavery is not taking place anywhere in its own business and/or in its supply chains.

Seabourne takes a risk-based approach to monitoring its business and suppliers on the matter of modern slavery, which allows it to allocate resources appropriately and effectively.

Next Steps

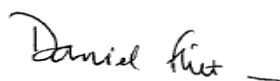
As part of Seabourne's commitment to its zero-tolerance approach to modern slavery in its business or supply chain, Seabourne intends to review its internal processes to identify what it can do to continue to eradicate modern slavery in its business and its supply chain.

Approval of this Statement

The statement was reviewed and approved by the Board of Directors on 15 March 2022.

Name: Daniel Flitterman
Title: Group Managing Director

Signature:



Date: 31 March 2022