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SOLENT STEVEDORES LIMITED

Modern Slavery and Human Trafficking Statement: Financial Year 2026

1. Introduction and commitment

Solent Stevedores Limited is committed to conducting its business ethically, responsibly and with integrity. We recognise our responsibility to respect human rights and to prevent modern slavery, human trafficking, forced labour and exploitation within our own operations and throughout our supply chains.

We operate a zero-tolerance approach to modern slavery in all its forms. We are committed to ensuring that individuals working for, or on behalf of, Solent Stevedores are treated fairly, with dignity and respect, and that their employment is freely chosen.

This statement sets out our approach to identifying, preventing and addressing the risks of modern slavery and human trafficking within our business and supply chains.

2. Our business and supply chains

Solent Stevedores is a specialist port terminal operator providing a wide range of port-related services across the United Kingdom, the Channel Islands, France and Singapore.

Our operations include:

- Stevedoring and cargo handling.
- Dry bulk and specialist project cargo operations.
- Container handling, storage and maintenance.
- Rail terminal and freight operations.
- Cruise vessel services.
- Ferry freight and passenger services.
- Port terminal management and associated logistics services.

Our business employs a permanent workforce supported by a network of suppliers, contractors and service providers.

Our supply chains include, but are not limited to:

- Recruitment agencies and labour providers.
- Transport and logistics contractors.
- Equipment, plant and machinery suppliers.
- Engineering, maintenance and repair contractors.
- Cleaning, security and facilities management providers.
- Uniform, workwear and personal protective equipment suppliers.
- Fuel, materials and general procurement suppliers.
- Other specialist port and marine service providers.

We recognise that the international nature of shipping, port operations and logistics can create complex supply chains, which require appropriate oversight and due diligence.

3. Our policies and standards

Solent Stevedores is committed to maintaining high standards of ethical conduct and responsible business practice.

We expect all employees, suppliers, contractors and business partners to act lawfully, ethically and in accordance with our commitment to preventing modern slavery.

Our approach is based on the following principles:

- Employment must be freely chosen.
- Forced, bonded or compulsory labour is strictly prohibited.
- Human trafficking and exploitation will not be tolerated.
- Child labour must not be used unlawfully.
- Workers must be treated fairly and without discrimination.
- Employees must receive lawful pay and appropriate employment terms.
- Workers must be free to raise concerns without fear of retaliation.
- Suppliers and contractors must comply with applicable employment and human rights legislation.

We expect our suppliers and business partners to uphold equivalent standards and to take appropriate steps to prevent modern slavery within their own operations and supply chains.

4. Due diligence and supplier management

We recognise that effective due diligence is essential to identifying and managing the risks of modern slavery. We seek to work with reputable suppliers and contractors who demonstrate a commitment to ethical employment practices and compliance with relevant legislation.

Our approach to supplier due diligence includes the assessment of relevant risks associated with the nature of the goods or services provided, the location of operations and the use of subcontracted or temporary labour.

Where appropriate, we will seek assurances from suppliers regarding:

- Their employment and labour practices.
- Their policies on modern slavery and human trafficking.
- Their recruitment and use of temporary or agency workers.
- Their use of subcontractors and labour providers.
- Their compliance with applicable employment legislation.

Where concerns or potential breaches are identified, we will seek further information and take appropriate action. This may include additional checks, corrective action plans or the suspension or termination of a supplier relationship where necessary.

5. Risk assessment and management

Solent Stevedores recognises that modern slavery risks can arise in a variety of industries and supply chains, particularly where temporary labour, subcontracting, international sourcing or complex recruitment arrangements are involved.

Given the nature of our business, we consider the following areas to warrant particular attention:

- Agency and temporary labour used within port and terminal operations.
- Subcontracted transport, logistics and maintenance services.
- Cleaning, security and facilities management services.
- International procurement and equipment supply chains.
- Workwear, uniforms and personal protective equipment.
- Suppliers operating in countries or sectors where labour exploitation risks may be higher.

We aim to identify potential risks through supplier engagement, procurement processes, management oversight and the review of relevant information.

We will continue to review these risks as our business and supply chains develop.

6. Employee awareness and reporting concerns

We encourage an open and responsible working environment in which employees, contractors and other stakeholders can raise concerns about suspected modern slavery or unethical employment practices.

Any concerns relating to forced labour, human trafficking, exploitation or other inappropriate employment practices should be reported through the appropriate management or reporting channels.

All concerns will be treated seriously and investigated appropriately.

We will not tolerate victimisation or retaliation against anyone who raises a concern in good faith.

Where appropriate, concerns will be escalated to senior management and relevant authorities.

7. Training and awareness

We recognise the importance of ensuring that employees and relevant personnel understand the risks and indicators of modern slavery.

We will continue to promote awareness of modern slavery through appropriate communication, management engagement and training.

Particular attention will be given to personnel involved in recruitment, procurement, supplier management and operational activities where potential risks may arise.

8. Monitoring and effectiveness

Solent Stevedores is committed to continually improving its approach to identifying and preventing modern slavery.

We will monitor the effectiveness of our approach through appropriate measures, which may include:

- The proportion of relevant suppliers subject to modern slavery risk assessments.
- The number of suppliers providing appropriate compliance assurances.
- The number of employees receiving relevant awareness or training.
- The number of reported concerns and the action taken.
- The review and resolution of any identified non-compliance.

We will use these measures to identify opportunities for improvement and strengthen our approach to responsible business practices.

9. Looking ahead

Solent Stevedores recognises that tackling modern slavery requires ongoing commitment and vigilance.

We will continue to review our policies, procurement practices and supplier relationships to ensure that our business operates responsibly and that appropriate steps are taken to identify and address potential risks.

We expect our employees, suppliers, contractors and business partners to share our commitment to preventing modern slavery and protecting human rights.

10. Approval

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and relates to the financial year ending **31 December 2026**.

It has been approved by the Board of Directors of Solent Stevedores Limited and signed on its behalf.

Signed: 

Name: Fiona Robson

Position: Managing Director

Date of approval: 23/11/2026

Company: Solent Stevedores Limited

Registered office: Suite 1, Drake House, Drake Lane, Dursley, Gloucestershire, GL11 4HH.