

Modern Slavery Act Statement

P&O Ferrymasters is committed to carrying out its business in a fair, honest and open manner. We are committed to zero tolerance of any form of slavery, human trafficking or child labour and to uphold the following principles within our business:

- To adhere to the principles of the United Nations' Global Compact, UN Declaration of Human Rights and the 1998 International Labour Organisation's "Declaration on Fundamental Principles and Rights at Work" in accordance with national law and practice;
- Never to use forced or compulsory labour;
- Not to use child labour younger than the age of 15, even when national law or regulations may permit the employment or work of persons less than 15, recognising that the employment of young children may prevent minors from benefitting from schooling or training and be harmful to their health or development;
- To comply with applicable national laws and regulations regarding working hours, minimum wages and benefits.

We are also committed to ensuring that our [contractors](#) throughout our supply chain have or adopt a similar approach. Our [contractors](#) are required to agree to our [Conditions of contracting](#) which include reference to the above principles. Any [contractor](#) who breaches these agreements will be removed from our [contractor](#) register.

[We assess the risks of modern slavery within our business and supply chain and implement controls where applicable.](#) Our employees are provided with annual training on Social Responsibility, which includes training on legislation regarding the Modern Slavery Act. After each training, a test is provided to measure effectiveness of the training.

[We have mechanisms to report such incidents via our incident reporting system or both internally and externally via our anonymous whistleblowing hotline.](#)

[We strive for zero incidents and monitor this KPI.](#) Further detail on how we implement this policy is contained in our Social Responsibility Policy.