

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 2022 to 30 June 2023.

Seabourne recognises that modern slavery is a crime where people are exploited and treated as commodities for commercial gain. It includes slavery, servitude, being owned or controlled by an employer through mental or physical abuse or the threat of abuse, being dehumanised, treated as a commodity or being bought or sold as property, being physically constrained or to have restriction placed on freedom of movement, forced work through mental or physical threat, 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.

No labour provided to Seabourne in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. Seabourne strictly adheres to the minimum

standards required in relation to its responsibilities under relevant employment legislation, and in many cases exceeds those minimums in relation to its employees.

Potential Exposure

Seabourne considers its main exposure to the risk of slavery and human trafficking to exist.

In general, Seabourne considers its exposure to slavery/human trafficking to be relatively limited. Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

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.

Seabourne has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

Approval of this Statement

The statement was reviewed and approved by the Board of Directors on 14 March 2024.

Name: Daniel Flitterman
Title: Group Managing Director

Signature: 

Date: 29 March 2024