

## Modern slavery and human trafficking statement

### Introduction

The Modern Slavery Act 2015 ("MSA") is an Act of Parliament, which is designed to tackle slavery in the UK and consolidate previous offences relating to human trafficking and slavery. The Inchcape Shipping Services Group ("Inchcape") strongly supports the MSA.

### Organisation's structure

Inchcape is a leading provider of **marine services** and **supply logistics**. ISS has offices in **68** countries and employs over **3,000** people. Inchcape was sold in 2006 to Istithmar PJSC, a major investment house based in the United Arab Emirates, focusing on private equity, real estate and other alternative investments.

### Our policies to combat slavery and human trafficking

We make sure that all our employees have a copy of our policy on Business Conduct & Ethics. Inchcape's employment policies and processes ensure that all employees have the appropriate rights to work. To protect whistle-blowers, we have an appropriate Hotline Reporting and Anti-Retaliation Policy, and a third-party Hotline available to encourage employees to report any concerns with complete confidence.

### Procedure to prevent slavery and human trafficking

As part of our compliance with the policies referred to above, we already take the following steps:

1. Assess potential risk areas in our supply chains;
2. Use bespoke contract terms where possible.

The Board of Directors has overall responsibility for ensuring that our compliance policies are adequate and adhered to in all our areas of activity.

### Inchcape's ongoing commitment to eradicating slavery and human trafficking

We will continue to review our processes to make sure we operate free from slavery and human trafficking and will provide annual guidance and compliance assurance training to our employees in this regard.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our modern slavery and human trafficking statement for the financial year end December 2018.



Signature of Director