

## **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 structure**

Inchcape is a leading provider of **marine services** and **supply logistics**. ISS has offices in **60** countries and employs over **2,900** people. Inchcape announced on 4<sup>th</sup> April 2022 that UK-based private equity investment firm Epiris had signed an agreement to acquire ownership of the company.

### **Our policies to combat slavery and human trafficking**

We make sure that all our employees have access to our Code of Business Conduct & Ethics and Policy on Anti-Slavery and Trafficking. Inchcape's employment policies and processes ensure that all employees have the appropriate rights to work.

To protect whistle-blowers, we have a Whistle-blower and Anti-Retaliation Policy and reports can be made via our Whistle-blower Reporting Solution Weblink. The Solution allows employees to report issues through a weblink or local number. These reporting lines are available 24 hours a day, seven days a week and reports can be made anonymously, to encourage employees to raise 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.

### **Training on modern slavery and trafficking**

All of Inchcape's employees complete mandatory training on our Code of Business Conduct & Ethics and Policy on Anti-Slavery and Trafficking when they join the company.

### **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.

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 2021.

The Board of Directors of Inchcape Shipping Services Holdings Limited approved this statement on 16 June 2022.



Frank Olsen  
Director  
Inchcape Shipping Services Holdings Limited