

POLICIES & PROCEDURES

MODERN SLAVERY AND HUMAN TRAFFICKING.

1. Policy Statement.

1.1 The term Modern Slavery is used to encompass slavery, servitude, forced and compulsory labour, bonded and child labour and human trafficking.

The term Human Trafficking is where a person arranges or facilitates the travel of another person with a view to that person being exploited.

This act is a crime and a violation of fundamental human rights.

2. Overview.

2.1 This policy applies to all Employees both permanent and non-permanent working for South Coast Port Services at all levels. We are also committed to ensuring there is transparency in our approach to tackling Modern Slavery and Human Trafficking throughout our supply chains, as shown on our website.

2.2 The Company strictly prohibits the use of modern slavery and human trafficking in our operations and will continue to be committed to implementing controls aimed at ensuring that modern slavery is not taking place anywhere within the Company, our supply chain and that in the interest of the company and its employees that our customers will hold their own same standards.

3. Policy.

3.1 The Company Directors have overall responsibility for ensuring this policy complies with its legal and ethical obligations in accordance to the Law. *Refer to (Modern Slavery Act 2015).*

3.2 Management at all levels are responsible for implementing this policy, the monitoring, communication and refresher training to all those who report to them.

3.3 The Company expects everyone working for or associated with the business to support and uphold the policy and procedure measures to safeguard against modern slavery and human trafficking.

4. Responsibilities.

4.1 Employees both permanent and non-permanent working for South Coast Port Services are required to read, understand and comply with this policy and procedure.

4.2 The Company expects everyone working for or associated with the business to support and uphold the policy by Detection, Prevention and Reporting to safeguard against modern slavery and human trafficking.

4.3 In the event you believe or suspect a breach of this policy either has happened or may in the future it must be reported to your line manager at the earliest opportunity.

4.4 Employees both permanent and non-permanent must not engage in, facilitate or fail to report any activity that might lead to, or suggest a breach of this policy.

4.5 We take a risk based approach to our contracting processes and keep them under review. We require suppliers to comply with our code of conduct which sets out the minimum standards required to combat modern slavery and trafficking. Additionally the same approach is taken with recruitment agencies and other third parties supplying workers to our Company to confirm their compliance with our code of conduct.

4.6 As part of our on-going risk assessment and due diligence process we will consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our code of conduct.

4.7 If the Company find that other individuals or organisations working on our behalf have breached this policy we will ensure that we take appropriate action. This may range from considering the possibility of a breach being remediated and whether that might represent the best outcome for those individuals impacted by the breach to terminating such relationships.

5. Summary.

5.1 The Company reserves the right to change any of the provisions set out in this document from time to time, as may be required. The policy will be applied in its latest published form.