

Modern Slavery and Human Trafficking Statement

Introduction

This statement sets out the actions being taken by Wightlink Limited (and its associated entities), "Wightlink" to understand all potential modern slavery risks related to its business, and the steps that are being taken to ensure that there is no slavery or human trafficking in its own business or its supply chains.

This statement relates to actions and activities during the financial year, 2017/2018, further to and building upon matters referred to in previous such statements.

The organisation remains at all times fully committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisation Structure

Wightlink is owned by an investment company managed by Basalt Infrastructure Partners (Basalt). Wightlink's business is the provision of a ferry service between the mainland and the Isle of Wight. Its principal supply chains consist of engineering products and services for its six terminals and eight vessels and retail products and services for its retail outlets onboard and ashore.

The organisation operates solely in the South of England and the Isle of Wight.

Trade Union Recognition

Wightlink recognises the RMT and Nautilus for the purposes of collective bargaining. Since previous statements, Wightlink has continued to monitor the Terms and Conditions of its employees and remains of the view that these remain well above average both for the industry and for the local area. All employees work under employment contracts agreed with the trade unions. The company and trade unions meet regularly to discuss all employment matters.

Relevant Policies

Wightlink operates the following policies as the basis for maintaining the respect and dignity of its employees:-

- Health, Safety and Environment Policy Document
- Equal Opportunities and Diversity Policy
- Harassment and Bullying Policy
- Whistleblowing Policy
- Anti-Corruption Policy Statement

Wightlink monitors compliance with all of these policies by its employees, and takes all allegations of any breach of them seriously through prompt investigation and pursues action to mitigate any identified adverse impacts that might result.

Basalt operates the following policies as the basis for discharging the fiduciary responsibilities of the Board of Directors:-

- Investment Policy for Mitigating Environmental, Social and Geopolitical Risks (ESG)

➤ Responsible Contractor Policy

Suppliers

Wightlink use a limited number of Engineering contractors based in the South of England to carry out specific tasks or projects. All contractors are thoroughly vetted and have to provide method statements and risk assessments before commencing work and are monitored closely whilst on site by Engineering and Safety staff.

Our retail outlets operate under franchise from two well-known High Street brands and are subject to regular audits to maintain standards. These High Street brands have well documented programmes for supporting their suppliers' communities and environments.

Wightlink has, during the financial year 2017/18, continued to monitor the performance and suitability of such suppliers pursuant to the above mechanisms, and does not consider there are risks of slavery and human trafficking within its supply chain which require further measures to mitigate or prevent the risk at this time.

Further Action to Prevent of Slavery and Human Trafficking

In line with its responsibilities to raise awareness of slavery and human trafficking within its supply chain, Wightlink continues to review its own supplier contracts with the intent, where appropriate, of including a statement that all its workers and those in their supply chains are subject to fair terms and conditions of employment as well as policies which support fair and equitable treatment. This process is part of a wider review of Wightlink's processes and procedures to prevent slavery and human trafficking which is planned to be conducted over the course of the financial year 2018/19.



Keith Greenfield
Chief Executive Officer
September 2018