

## **Modern Slavery and Human Trafficking Statement**

### **Introduction**

This statement sets out Wightlink's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chains.

This statement relates to actions and activities during the financial year, 2021/2022.

The organisation is 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 jointly owned by two investment companies managed by Basalt Infrastructure Partners (Basalt) and Fiera Infrastructure. The business provides a ferry service between the mainland and the Isle of Wight. Its 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.

### **Trade Union Recognition**

Wightlink recognises the RMT and Nautilus for the purposes of collective bargaining. Terms and Conditions are 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

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**

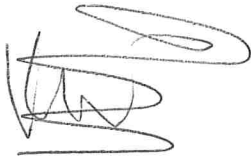
Wightlink use a limited number of Engineering contractors based in the South of England to carry out specific tasks or projects. All Contractors have to provide method statements and risk assessments before commencing work and are monitored closely whilst on site by Engineering and Safety staff.

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 does not consider there are risks of slavery and human trafficking within its supply chain.

#### **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 has instigated a review of its own supplier contracts to include 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.

A handwritten signature in black ink, appearing to read 'Keith Greenfield', with a horizontal line underneath.

Keith Greenfield  
Chief Executive Officer  
April 2021