

Modern Slavery Policy Statement

Introduction

This statement sets out our position with regard to all potential modern slavery risks related to our business and to implement the necessary actions and safeguards that are aimed at ensuring there is no slavery or human trafficking within the business or supply chains.

We are committed to preventing such slavery and human trafficking within our business and our supply chain, along with continually improving our practices to combat slavery and human trafficking.

We acknowledge our responsibility and are committed to act ethically and with integrity in all our business dealings and relationships. We will not tolerate slavery or human trafficking in any part of our business or supply chain.

This policy statement applies to all employees, contractors, suppliers, and business partners of Wightlink Limited.

Organisation's structure

We are a provider of ferry transportation services between the mainland of the United Kingdom and the Isle of Wight. Wightlink Limited is owned by Basalt Infrastructure Partners and Fiera Infrastructure. We have over 500 employees.

We operate solely in the south of England.

We have a global annual turnover of £72 million.

Responsibility and reporting

The prevention, detection, and reporting of modern slavery and human trafficking are the responsibility of all those working for Wightlink Limited. Employees are required to avoid any activity that might lead to, or suggest, a breach of this policy.

Employees, suppliers, or other business partners are encouraged to report any concerns related to modern slavery or human trafficking. Reports can be made to the head of your department.

Investigations

If we suspect that modern slavery or human trafficking is taking place in any part of our business or supply chains, we will take immediate action, including conducting thorough investigations. If

we discover that our suppliers are involved in modern slavery or human trafficking, we will take steps to address the issue, including terminating the business relationship if necessary.

Our supply chains

Our supply chains consist mainly of engineering product and service providers in relation to our fleet of vessels used in providing our ferry transport services.

We also utilise various providers in our supply chain to provide retail products and services for both the retail outlets onboard our vessels and within our 6 terminals.

We will not knowingly engage with suppliers, contractors, or other business partners who do not comply with anti-slavery and human trafficking laws. We will conduct due diligence processes for assessing and managing risks in our supply chains.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk we conduct due diligence on our supply chain routinely.

We use a limited number of engineering contractors, as mentioned above. Prior to allowing them to work with us we ensure the contractors provide a method statement and risk assessment prior. We also ensure that these contractors are closely monitored in the provision of their services by our own staff.

In relation to the retail outlets onboard our vessels and, in our terminals, these are franchises of well-known brands that are subject to regular audits to maintain their standards. We also ensure that they are monitored in line with all relevant contractual obligations.

In general, we have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

Supplier adherence to our values

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values we have in place a rigorous supply chain compliance programme.

We have a dedicated compliance team, which consists of involvement from the following departments:

- Legal
- Human resources
- Procurement
- Sales

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to our staff.

Our actions in combating slavery and human trafficking

In line with our responsibilities to raise awareness of slavery and human trafficking within our supply chain, Wightlink has instigated an audit of all supplier contracts in place to ensure that all parties within our supply chain adhere to the same values and safeguards that we do, as a minimum.

We also seek assurances from our supply chain that all workers are subject to fair terms and conditions of employment as well as policies which support fair and equitable treatment.

Review

This policy will be reviewed regularly and updated as necessary to ensure its continued effectiveness.