

Modern Slavery and Human Trafficking Statement

Introduction

This statement outlines Wightlink Limited's position on modern slavery and human trafficking, setting out the actions we are taking to address and prevent these issues within our business and supply chains. We are committed to ensuring that there is no slavery or human trafficking within our operations and are dedicated to continuously improving our practices to combat these crimes.

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

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

Organisation's Structure

Wightlink Limited is a provider of ferry transportation services between the mainland United Kingdom and the Isle of Wight. The company is owned by Basalt Infrastructure Partners and Fiera Infrastructure and employs over 500 people.

We operate exclusively in the south of England and have an annual turnover of £72 million.

Responsibility and Reporting

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

We encourage all employees, suppliers, and business partners to report concerns related to modern slavery or human trafficking. Reports should be made to your department head.

Investigations

If we suspect that modern slavery or human trafficking is taking place within any part of our business or supply chains, we will take immediate action, including conducting thorough investigations. Should we find that any of our suppliers are involved in such activities, we will take corrective measures, including the possibility of terminating the business relationship if necessary.

Our Supply Chains

Our supply chains primarily consist of engineering product and service providers for our fleet of vessels, which are used to provide our ferry transport services. We also work with various suppliers for retail products and services onboard our vessels and at our six terminals.

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

Policies on Slavery and Human Trafficking

We are committed to ensuring that modern slavery and human trafficking are not present in any part of our business or supply chains. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all business relationships. We have implemented effective systems and controls to ensure that slavery and human trafficking are not occurring in our supply chains.

Due Diligence Processes for Slavery and Human Trafficking

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

- **Engineering Contractors:** We engage a limited number of engineering contractors. Before they are allowed to work with us, we require them to submit a method statement and risk assessment. These contractors are closely monitored by our own staff during the delivery of services.
- **Retail Operations:** Our onboard retail outlets and terminal stores are operated by franchises of well-known brands. These franchises undergo regular audits to ensure they maintain high standards, and we ensure their compliance with all relevant contractual obligations.

Our due diligence processes also include systems to:

- Identify and assess potential risk areas within our supply chains.
 - Mitigate the risk of slavery and human trafficking.
 - Monitor potential risk areas and address them as needed.
 - Protect whistleblowers from retaliation.
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Supplier Adherence to Our Values

We have a zero-tolerance policy towards slavery and human trafficking. To ensure that our suppliers and contractors comply with our values, we have established a comprehensive supply chain compliance programme.

Our dedicated compliance team, which includes representatives from the following departments, ensures this policy is implemented effectively:

- Legal
- Human Resources
- Procurement

- Sales
- Training

To promote awareness of modern slavery and human trafficking risks within our business and supply chains, we provide regular training to our staff. This training helps ensure a high level of understanding and engagement with our anti-slavery initiatives.

Actions in Combating Slavery and Human Trafficking

As part of our commitment to raising awareness and preventing slavery and human trafficking in our supply chain, Wightlink has conducted an audit of all supplier contracts to ensure that all parties in our supply chain meet the same ethical standards and safeguards that we uphold.

We also seek assurances from our suppliers that all workers are employed under fair terms and conditions, and that policies supporting equitable treatment and human rights are in place.

Review

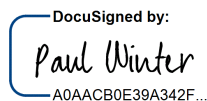
This policy will be reviewed regularly and updated as necessary to ensure its continued effectiveness in addressing and preventing modern slavery and human trafficking.

Modern Slavery Act Compliance and Publication

In accordance with the requirements of the Modern Slavery Act 2015, the Board of Directors has approved this statement, and it was formally approved on November 2024.

This statement will be signed by Paul Winter, Director of Finance, on behalf of Wightlink Limited.

Signed

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Wightlink Limited

Name: Paul Winter

Position: Director of Finance

Date: 19-Nov-2024