



Modern Slavery Policy Statement

The purpose of this policy is to state GPS Marine's position on, and to provide guidance on modern day slavery and human trafficking.

This policy covers all employees including those on temporary and fixed term contracts, contractors, agents, partners and any other person or organisation who performs services for or on our behalf.

Modern slavery encompasses slavery, servitude, forced and compulsory labour and human trafficking. GPS Marine is committed to driving out acts of modern day slavery and human trafficking within its business and from within its supply chains, including sub-contractors and partners.

GPS Marine acknowledges the Modern Slavery Act 2015 and UK Government Modern Slavery Strategy and will ensure transparency within the Company and with suppliers. A copy of the Act is accessible to all employees electronically.

GPS Marine will not support or deal with any business knowingly involved in slavery or human trafficking. UK employment legislation is followed in relation to pay and working conditions regardless of where the work is conducted.

As part of the Company's due diligence processes into slavery and human trafficking, the Company predominately purchase goods/ services from within the UK. The Company is currently compiling an approved Suppliers' List, to include a declaration against modern day slavery and human trafficking. High risk suppliers may be subject to a formal review of the controls they have in place.

This policy will be communicated to all employees and organisations working for or on our behalf. Employees and other organisations are expected to co-operate and assist in the implementation of this policy, whilst ensuring that their own work, so far as is reasonably practicable, is carried out without risk to themselves, others, or the environment.

This policy will be reviewed annually by top management and where deemed necessary will be amended and re-issued. Previous versions of this policy will be archived.

This policy is available to relevant interested parties, upon request.

A handwritten signature in black ink, appearing to read "John B Spencer", is written over a horizontal line.

Signed: _____

John B Spencer, Managing Director on behalf of GPS Marine Contractors Ltd

Date: 31/Jan/2020

Review Date: 30/Jan/2022

Issue: 2