

SLAVERY & HUMAN TRAFFICKING STATEMENT (MODERN SLAVERY ACT 2015)

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and sets out the steps that Marine and Risk Consultants Ltd (Marico) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. Marico has a zero tolerance to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

1.1 OUR BUSINESS

Marico is a company based at Marico House, Bramshaw, Southampton, UK. We provide marine and risk consultancy services and equipment to Port Authorities and other marine organisations.

1.2 OUR POLICIES

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

- Ethical anti-Corruption policy. This sets out how our employees need to respect the laws of the countries with whom they deal and take seriously any occurrences of dishonesty;
- Anti-slavery policy. This policy sets out the organisation's stance on modern slavery and explains how employees can identify any instances of this;
- Procurement. Our Terms and Conditions which apply to and govern our Purchase Orders state that our suppliers are required to adhere to our anti-slavery policy;
- Recruitment policy. We operate a robust recruitment policy, including conducting eligibility to work in the UK checks for all employees to safeguard against human trafficking or individuals being forced to work against their will;
- Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals; and
- Staff handbook. This handbook explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.

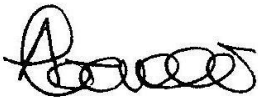
1.3 TRAINING

We will conduct training for our procurement/buying teams if appropriate in order to ensure they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

1.4 APPROVAL FOR THIS STATEMENT

This statement was approved by the Director of Operations (UK):

Signed



André Cocuccio – UK Director

Date: 29 April 2022

Date to be Reviewed: 30 April 2024