



Bibby Marine Limited – Modern Slavery Statement

Scope

This statement is made in relation to the UK Modern Slavery Act 2015, Section 54 and constitutes Bibby Marine Limited (BML) and its subsidiaries' slavery and human trafficking transparency statement for the financial year ending 31st December 2023.

Structure and business of the organisation and its supply chain

Bibby Marine Ltd (BML) is part of the Bibby Line Group, which is a family-owned global business that is committed to our corporate values and policies, which promote ethical business practices.

The principal activity of the company is to act as a holding company for our niche market marine assets and services divisions in the ownership and operation of floating accommodation vessels and the ownership and operation of walk to work vessels.

With regard to ensuring protection against modern slavery, our key suppliers are crew managers and drydock and repair facilities. All our suppliers are expected to comply with all national and local, relevant law and regulations. Where we become aware of any organisation that has been or is found to be knowingly involved in modern slavery, we will cease to trade with that organisation.

Policies in relation to slavery and human trafficking

We have a zero tolerance of slavery, servitude and forced or compulsory labour and human trafficking and require the same high standards from our contractors, suppliers, and other business partners. As part of the Bibby Line Group, we operate with strong corporate values:

- Work together
- Be better
- Trust each other
- Be innovative
- Do the right thing

Our Modern Slavery Policy is signed by top management and is available on request. Other relevant policies and procedures in support of this policy include procurement terms and conditions, recruitment and right to work checks, Whistleblowing Policy and Anti-Bribery and Corruption Policy.

BML upholds high levels of corporate governance and corporate social responsibility. We are committed to operating with ethical business practices, and being responsible to the communities in which we operate. We strongly support the eradication of slavery, as well as the eradication of servitude, forced or compulsory labour and human trafficking. and ensure that all employees and stakeholders are treated fairly and with dignity irrespective of an individual's background.

Due Diligence

The potential risks of an inadvertent breach of the principles espoused in this statement are managed through our corporate risk framework. BML requires its subsidiaries to comply with the Modern Slavery Act and to ensure that they place the same strict compliance requirements on their suppliers and subcontractors.


As part of our commitment to monitor and reduce the risk of slavery and human trafficking from within our organisation and from those businesses with which we interact we have adopted the following due diligence procedures:

- We work closely with our supply chains to ensure compliance with legislative obligations, and we expect those organisations to have suitable anti-slavery and human trafficking policies and processes. Where any Modern Slavery risks are identified we will work with local government and/or NGO's to ensure full compliance.
- We seek to build long standing relationships with suppliers and to make clear our expectations of ethical business behaviour from them.
- We have in place systems to encourage the reporting of concerns and the protection of whistle blowers. Any concerns relating to acts or omissions that may be considered to potentially constitute a breach of the Modern Slavery Act shall be reported to the HR & Training Manager / Compliance Manager for investigation. A whistleblowing policy is also in places for situations where individuals feel they cannot use the usual reporting channels.

Any incidents or breaches of the Act would be notified to the respective Boards through the risk management process. We have no recorded incidents of our own, or suppliers', breaching of the Act.

Ongoing compliance

BML HR & Training Manager is responsible for monitoring best practice in the protection against modern slavery as it develops and implementing any necessary changes. We will invest and implement relevant training, processes, and procedures where appropriate and will also ensure appropriate levels of risk awareness in respect of modern slavery and human trafficking is communicated to all our colleagues, suppliers and subcontractors as appropriate.



NIGEL QUINN
CEO

APPROVED BY THE BML BOARD OF DIRECTORS IN JUNE 2024