

Modern Slavery Statement



Introduction

This statement sets out actions being taken by V Group to understand all potential modern slavery risks related to its business, and steps being put into place that are aimed at ensuring that there is no slavery, human trafficking or child labour in its own business and its supply chains. This statement relates to actions and activities during the financial year 1 January 2016 to 31 December 2016. As part of the maritime industry, the organisation recognises that it has a responsibility to take a robust approach to slavery, human trafficking and child labour. The organisation is absolutely committed to preventing slavery, human trafficking and child labour in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Organisational Structure and Supply Chains

The activities of V Group:

V. Group is a leading global provider of maritime services to the commercial shipping, cruise, energy and defence industries. It is the world's largest technical ship manager and provides a range of marine related services. In addition, V Group provides clients with marine and offshore maritime personnel. The sectors covered are: ship management, crew management, marine services and offshore services. The organisation currently operates in the following global regions: North America, South America, Europe, Middle East, United Kingdom, and Asia.

Relevant Policies

V.Group operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery, human trafficking and child labour in its operations:

- **Whistleblowing Policy:** The organisation encourages all its workers, customers and other business partners to report **any concerns** related to the direct activities, or the supply chains of, the organisation. This includes any circumstances that may give rise to an enhanced risk of slavery, human trafficking or child labour. The organisation's whistleblowing procedure is designed to make it easy for workers to make disclosures, without fear of retaliation. Employees, customers or others who have concerns can email us at: whistleblowing-shore@vships.com
- **Code of Conduct Policy:** V Group Code of Conduct Policy makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

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- **Supplier Code of Conduct and Supplier Questionnaire:** The organisation is committed to ensuring that its suppliers adhere to the highest standards of ethics. Suppliers are expected to demonstrate that they provide safe working conditions where necessary, treat workers with dignity and respect, and act ethically and within the law in their use of labour. However, serious violations of the organisation's supplier code of conduct will lead to the termination of the business relationship.
- **Recruitment Policy:** The organisation uses only specified, reputable employment agencies to source labour and always verifies the practices of any new agency it is using before accepting workers from that agency. The Group also ensures that all new employees provide proof of their identification and right to work in the country of appointment. This involves physical checks of employee's eligibility to work and reside documents.
- **Corporate Social Responsibility Policy:** The Group attaches great importance to the pursuit of excellence as a corporate citizen in its operations throughout the world and to develop its approach to Corporate Social Responsibility. The Group believes that to achieve this we must work in partnership with our employees, stakeholders, customers, suppliers and local communities.

Due Diligence

V.Group undertakes due diligence when considering taking on new suppliers, and regularly reviews its agreements with its existing suppliers.

Training

V.Group is currently establishing training modules to ensure employees understand the principles of Modern Slavery.

Awareness-raising programme

As well as training employees, the organisation intends to raise awareness of modern slavery issues by providing information to all employees on:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery, human trafficking and child labour;

- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within the organisation.

Board/Member approval

Modern Slavery Statement



This statement has been approved by the organisation's board of directors/members, who will review and update it annually.

Chairman's signature:

A handwritten signature in black ink, enclosed within a circular stamp or seal.

Chairman's name: John Pattullo

Date: 30 June 2017