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# Modern Slavery & Human Trafficking Policy

ABZ Group is committed to conducting all aspects of its business in an ethical and transparent manner. We recognize our responsibility to prevent modern slavery and human trafficking in our operations and supply chains, in line with the Modern Slavery Act 2015.

As a seafarer and temporary worker manning agency, we play a direct role in safeguarding workers in offshore, subsea, and marine projects.

We are committed to ensuring that all personnel we recruit, place, or employ are treated fairly, with dignity, and without risk of exploitation.

This policy applies to:

- All ABZ Group employees, contractors, and consultants
- All agency workers, seafarers, and contractors supplied to clients
- Our supply chain partners, subcontractors, and service providers

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## 1. Our Commitments

ABZ Group will:

- **Compliance:** Adhere to the Modern Slavery Act 2015 and all related labor laws in the jurisdictions in which we operate.
- **Zero Tolerance:** Maintain a zero-tolerance stance toward modern slavery, forced labor, human trafficking, and child labor.
- **Due Diligence:** Conduct checks on seafarers, agency staff, and supply chain partners to reduce risks of exploitation.
- **Contracts:** Require all suppliers and subcontractors to confirm compliance with the Modern Slavery Act and relevant international standards.
- **Fair Recruitment:** Ensure all workers are engaged under fair and lawful terms, with no recruitment fees charged to candidates.
- **Awareness & Training:** Provide training to relevant staff on identifying and preventing modern slavery risks.
- **Reporting & Whistleblowing:** Encourage reporting of concerns through confidential channels, ensuring protection for whistleblowers.
- **Continuous Improvement:** Review and strengthen this policy regularly in line with legal and industry developments.

## 2. Responsibility

- The Company Directors have overall responsibility for ensuring this policy complies with legal obligations.
- The Compliance & Operations Teams are responsible for implementation, monitoring, and due diligence checks.

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- All employees and contractors are required to familiarize themselves with this policy and act to prevent modern slavery risks.

### 3. Reporting Concerns

Any individual who suspects modern slavery or unethical labor practices within ABZ Group's operations or supply chain should report it immediately to management or via our whistleblowing procedure.

All reports will be treated seriously, investigated promptly, and handled in confidence.

### 4. Review

This policy will be reviewed annually and updated as necessary to reflect best practice, legal requirements, and operational changes.



William Mair  
Diretor



Gordon Walker  
Diretor