



## MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015. It outlines the steps taken by the Stena Line (UK) Limited and its subsidiary companies to prevent Slavery and Human Trafficking in its business and supply chains for the financial year ended 31 December 2019.

This statement covers the following subsidiaries of Stena Line (UK) Limited:

Stena Line Limited  
Stena Line Irish Sea Ferries Limited  
Stena Line Ports Limited  
Stena Line Ports (Loch Ryan) Limited  
Stena Line Manning Services Limited

### **Our Position**

Stena Line (UK) Limited and its subsidiaries have a zero tolerance to any form of modern slavery and are committed to conducting business with integrity and in an ethical and socially responsible way. Stena Line (UK) Limited is part of the Stena AB Group. The core values of the Stena AB Group businesses are Care, Innovation and Performance; whereby all Stena entities follow the values contained in the Principles, convictions and basic values for Stena AB and also the Code of Governance.

### **Organisational Structure and Supply Chain**

Stena Line is an international transport and travel service company and is one of the world's leading ferry operators. Stena Line (UK) Limited and its subsidiaries operate passenger and vehicle ferries and ports.

Stena Line's mission is to increase the value for our customers through affordable and seamless ferry transportation with an absolute commitment to safety and reliability, and a reduced environmental footprint. We deliver efficiency and sustainability through care – care for our customers, care for resources and care for each other.

Throughout its operations Stena Line (UK) Limited and its subsidiaries obtain a variety of goods and services from global suppliers. Our aim is to always maintain a competitive, reliable and sustainable supply chain wherever we operate. In dealing with our suppliers, Stena Line endeavours to always act in an ethical and socially responsible manner.

### **Employees**

As part of Stena Line's sustainability focus the health and wellbeing of its employees is a top priority. Stena Line continues to ensure that all relevant local and national government policies are



implemented including the adoption of social distancing measures and increased cleaning and sanitisation of any public areas as required following the outbreak of Covi-19.

### **Relevant Policies and Actions**

- A Code of Conduct has been adopted by the main board of the Stena AB Group to underscore the principles by which the Stena AB Group conducts relations with business partners, employees and other stakeholders <https://www.stena.com/core-values/>.
- The Code of Conduct applies to all companies and businesses within the group and specifies the expected behaviour of all employees and business partners with regard to social and environmental standards.
- The Code of Conduct states:
  - We shall support and respect the UN Universal Declaration of Human Rights - We support the International Labour Organisation's International Program on the Elimination of Child Labour (IPEC), with the aim of the abolition of child labour in our sphere of influence; and
  - We do not accept any form of forced labour and we do not accept the use of prison labour or illegal labour in the production of goods or services for us or in the operations of our suppliers or any other parties with whom we cooperate.
- All employees are encouraged to report any suspected or observed violations of the law or the Code of Conduct.
- All employees are empowered to discuss and report openly. If an employee prefers to be anonymous he or she can use an external "Whistleblower" function.

Stena Line's recruitment procedures include screening processes to confirm eligibility to work in order to protect against Modern Slavery and Human Trafficking.

All employees working in the maritime sectors are subject to adherence to the Maritime Labour Convention (MMLC) 2006 standards for conditions of employment.

Stena Line sets the same high requirements and standards on its business partners as it places on its own business conduct and operations. Stena Line has implemented a Supplier Code of Conduct (<https://www.stenaline.com/supplier-info>) to ensure all business partners adhere to the highest standard of ethics. The standards set out in the Code are based on the International Bill of Human Rights (i.e. the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights), UN Sustainable Development Goals and the eight core ILO conventions as set out in the ILO Declaration of Fundamental Principles and Rights at Work. This Code applies to all suppliers, contractors, consultants, agents and joint ventures engaged in business with Stena Line (the "Supplier").

### **Responsibility**

The Stena Line (UK) Limited Board has the overall responsibility for ensuring that legal and ethical obligations relating to Slavery and Human Trafficking are met and that all those under the Company's control comply.



This Modern Slavery and Human Trafficking Statement will be regularly reviewed and updated as necessary. The Stena Line (UK) Limited Board of Directors endorse this policy statement and is fully committed to its implementation.

This statement was approved by the Boards of Stena Line (UK) Limited, Stena Line Limited, Stena Line Irish Sea Ferries Limited, Stena Line Ports Limited, Stena Line Ports (Loch Ryan) Limited and Stena Line Manning Services Limited on 26 May 2020.

A handwritten signature in blue ink, appearing to read 'Ian J Hampton', with a horizontal line drawn across the top of the signature.

Ian J Hampton  
Chief People, Communications & Sustainability Officer  
May 2020