

FENDERCARE GROUP – SLAVERY AND HUMAN TRAFFICKING STATEMENT FOR THE FINANCIAL YEAR 2017/2018

We are proud of the steps we have taken to combat slavery and human trafficking however, slavery and human trafficking remains a hidden blight on our global society. We all have a responsibility to be alert to the risks, however small, in our business and in the wider supply chain. Staff are expected to report concerns and management are expected to act upon them.

OUR BUSINESS AND STRUCTURE

The Fendercare Group is a world leader in the provision of marine equipment and Ship-to-Ship services to a number of diverse global markets such as defence, ports and terminals and the oil and gas industry.

Our business comprises of three key areas: Product Sales, STS Operations and Marine Services.

We are part of the wider James Fisher Group, and our ultimate parent company is James Fisher & Sons plc. James Fisher & Sons plc has its head office in the United Kingdom. The Fendercare Group is made up of 40 companies employing 150+ employees worldwide and operating in over 20 countries with office locations in UK, Angola, Australia, Brazil, Ghana, India, Middle East, Nigeria and Singapore. The main UK based companies within the Fendercare Group are Fender Care Limited and Fender Care Marine Ltd.

The Fendercare Group had a global annual turnover of £100m in 2016, with turnover for Fender Care Limited being £17m and Fender Care Marine Ltd being £28m. The James Fisher Group had a global annual turnover (including the Fendercare Group turnover) of £466m in 2016.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business. Our Anti-slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

DUE DILIGENCE PROCESSES FOR SLAVERY AND HUMAN TRAFFICKING

As part of our initiative to identify and mitigate risk we ensure that rigorous due diligence is carried out on all agents and suppliers in our supply chain to ensure that companies in the Fendercare Group do not contract with any entity that may not share our zero tolerance approach to slavery and human trafficking.

We have in place systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistle blowers.

SUPPLIER ADHERENCE TO OUR VALUES

We have zero tolerance to slavery and human trafficking and will not knowingly award business to socially irresponsible suppliers. To ensure all those in our supply chain (including contractors) comply

with our values all suppliers must sign a statement to confirm that they will comply with those values. Our supply chain compliance programme consists of and is monitored by:

Legal.
Audit and compliance.
Human resources.
Procurement.
Sales.
Operations

TRAINING

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide training to all of our staff on slavery and human trafficking. All staff are required to complete this training annually and pass a test to confirm their competence and understanding.

FURTHER STEPS

Following a review of the effectiveness of the steps we have taken so far this year to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

Review all current agency agreements so that all contain anti-slavery clauses.
Continue to carry out enhanced due diligence on all of our suppliers, agents and contractors.
Ensure all staff have completed annual training on slavery and human trafficking and fully understand where the risks lie within our business.
Conduct audits where possible at our supplier factories to monitor compliance with legal requirements and our Group expectations.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the Fendercare Group's slavery and human trafficking statement for the financial year ending 2017/2018.



Fergus Graham
Managing Director of the Fendercare Group
Date: 20 June 2017