



MODERN SLAVERY STATEMENT

Our business, Scotline Ltd, is committed to combatting slavery and human trafficking in its business and supply chains, and we make this statement to assist with compliance with the Modern Slavery Act 2015. This statement relates to the financial year ending 31st March 2024.

As our business has a turnover of over than £36 million, we have a legal obligation to produce a modern slavery statement, so:

- a. We agree that exploitation within all supply chains ending in the UK is a blight on our society, and we are committed to playing our part in eliminating exploitation;
- b. We understand that customers with obligations under the Modern Slavery Act 2015 cannot comply with those duties without our cooperation.

To that end, we confirm that we have examined our own business and, to the extent that it is reasonably practicable, businesses within our supply chain and we confirm the following:

1. We confirm that within our own business, no relevant offence relating to slavery or human tracking has been committed.
2. We have made enquiries of businesses that supply directly to us and we are confident that no relevant offence is committed in that business.
3. Insofar as it was reasonably practicable, we have examined our supply chains and confirm that we found no evidence of slavery or human trafficking.

Further details about our business and supply chain are provided below.

Our business is logistics and shipping, providing shipping, storage, haulage and associated services for our customers, of which the vast majority are based in northern Europe.

Our business structure is a privately owned and managed company, with no outside interests in the company. The shareholders have tasked a board of directors with responsibly operating Scotline Ltd and associated companies to provide a high-quality logistics and ship management service. The companies employ around 60 people across 5 locations within the UK. The company is not part of a group, but there are associated companies with common shareholders and directors, which, despite being legally separate entities, share common interests in maintaining the service. The companies have a single managing director, with 4 other directors who have responsibility for finance, sales & marketing, operations and technical. The hierarchy is flat below the directors, with a maximum of 1 manager between any staff member and director.

We operate in the following countries:

- UK
- Ireland
- Sweden
- Latvia
- Lithuania
- Germany
- Denmark
- France
- Holland
- Belgium
- Poland
- Various others across northern and western Europe, but to a lesser extent and more rarely

Our supply chain is as follows:

Suppliers are many but relate to either the commercial function of business (cargo owners) and technical suppliers who are needed to maintain the function of our equipment. Both are too many to list but operate almost entirely out of northern Europe supplying either bulk cargoes or services to other large shipping companies. Due to the nature of the supply, it is in the company's interest to use large and reputable suppliers.

We understand that certain industry sectors and geographical regions entail greater risk of exploitation than others. We do not believe that our supply chain is in one of those sectors.

Where it is reasonably practicable, we ensure that businesses in our supply chain have made a similar statement relating to slavery and human trafficking.

The person in our business responsible for assessing matters relating to slavery and human trafficking is: Rob Millatt

We also encourage all employees to report on any matters relating to slavery or human trafficking in our supply chains of which they become aware.