

Modern Slavery Act Statement (UK)

CSL Europe Limited, based in the United Kingdom, is a subsidiary of The CSL Group Inc. (“CSL”), a Canadian-based privately-owned shipping company with headquarters in Montreal, Canada. CSL, together with its subsidiaries, is a leading provider of marine dry bulk cargo handling and delivery services and the world’s largest owner and operator of self-unloading vessels, carrying cargoes such as iron ore, coal, aggregates, grains, salt and sugar for industries ranging from construction and steel to energy and agri-food. CSL as a whole employs a total of approximately 1,500 employees worldwide, both onboard ships and ashore. CSL has affiliate offices conducting business globally through its Canada, Americas, Europe, Australia, Asia and Transshipment operating divisions. For more information, please visit CSL’s website at <https://www.cslships.com/en/our-company/about-us>.

CSL is committed to maintaining high ethical standards in all of its operations worldwide, and will not tolerate modern slavery, human trafficking or any other form of forced labour. As part of a comprehensive corporate social responsibility program that forms an integral part of its business strategy, CSL has implemented various policies and procedures to promote ethical behaviour, to provide a safe work environment and to ensure that fair labour practices are followed.

[Code of Corporate Responsibility](#) (the “Code”) sets out CSL’s standards of integrity and expectations of ethical behaviour. The Code affirms CSL’s commitment to respect human rights, to provide fair and competitive employment terms, to promote equal opportunity employment, to treat employees fairly, and to comply with applicable laws and regulations, and to provide a clean, healthy and safe work environment. It further confirms CSL’s undertaking to conduct business as a responsible corporate member of the society, to abide by applicable laws and to respect high ethical standards wherever it operates, and to promote the application of the Code in its dealings with contractors, suppliers and joint venture partners. All CSL officers, directors and employees are required to read, understand and confirm their compliance with the Code and to report any violations that come to their attention. CSL’s President and Chief Executive Officer is responsible for initiating and supervising investigations into alleged violations of the Code, and the results of the investigations are reported to CSL’s Board of Directors.

More broadly, CSL is committed to strictly complying with national and international human rights laws and recognizes its responsibility to respect human rights principles as set out in the *International Bill of Human Rights* and the International Labour Organization’s *Declaration of Fundamental Principles and Rights at Work*. CSL also actively supports the ten principles of the United Nations Global Compact.

CSL encourages its employees, customers and the public to report any breaches of CSL’s policies and commitments. Reports of any suspected breaches can be made anonymously and confidentially online or by phone anywhere in the world through EthicsPoint, an independent third-party reporting service. Any reports of breaches received through EthicsPoint are promptly investigated and addressed. The number and types of complaints received, breaches detected, and instances where corrective measures were taken are published annually in CSL’s [Corporate Sustainability Report](#) (the “Sustainability Report”). The Sustainability Report also outlines the steps taken and progress made by CSL during the previous year to promote ethical business practices in its operations, as well as the action it intends to take going forward to ensure CSL continues to uphold high ethical standards in all aspects of its business.

CSL is committed to ensuring that modern slavery and human trafficking are not taking place in its operations and will continue to monitor and mitigate this risk. These efforts and an updated statement will be reviewed annually.

This statement has been approved by the Board of Directors of CSL Europe Limited for the financial year ended on March 31, 2022.



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