

This Statement is made on behalf of Ferguson Marine (Port Glasgow) “Ferguson Marine”, pursuant to Section 54(1) of the Modern Slavery Act 2015 (“Act”), and the statement sets out Ferguson Marines’ actions to understand all potential modern slavery risks related to business, and what steps are taken to prevent Slavery and Human Trafficking.

We are proud of the conditions of employment for all our employees throughout Ferguson Marine. Given the nature of our business, the Board of Directors and our management team consider that, either within Ferguson Marine or the supply chains which support our business activities, there is minimal risk of involvement, even tangential support, or complicity in slavery and human trafficking. The employment and procurement practices operated by the businesses within Ferguson Marine ensure that the Group is rightly viewed as a supportive employer. To the extent that our companies operate as a purchaser of goods and services, we outline our expectations of ethical conduct from those organisations with which we do business.

Organisation Structure

Ferguson Marine (Port Glasgow) Limited is the Parent Company for two operating companies, all of whom operate in the shipbuilding sector, having expertise in ship design and steel hull fabrication, and have successfully completed over 350 projects in the last 100 years.

Ferguson Marine is registered in Scotland, with its shipyard located in Port Glasgow, Inverclyde. There are just fewer than 400 employees.

Our supply chains

Ferguson Marine’ supply chains are extensive. We use routine services for the maintenance and support of our operations in Port Glasgow such as technical support services, information technology and communications infrastructure.

Anti-slavery policy statement:

Ferguson Marine has zero tolerance to slavery and human trafficking and is committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business.

This Anti-Slavery Policy Statement is the principal articulation of Ferguson Marines’ policy on slavery and human trafficking. It is intended to inform and influence all the operational procedures within Ferguson Marine.

Our stated Anti-Slavery Policy Statement 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 (amongst our other priorities) that slavery and human trafficking is not taking place anywhere in our business or related supply chains.

Due diligence and implementation processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk (including in relation to that of human trafficking and slavery) we operate a range of policies and procedures appropriate to the different companies within Ferguson Marine. These include the policies and procedures in the following areas:

- Third party provider and outsourcing, and
- Anti-money laundering, bribery and financial crime.

Ferguson Marine also articulate a series of employee rights and benefits available to employees in the policy and procedure documents, and individual contracts of employment for each member of staff.

We are committed to Fair Work practices, in order that employees have a world-leading working life where fair work drives success, wellbeing and prosperity for individuals, businesses, organisations and for society.

Our Board of Directors has reviewed and agreed to the terms of this statement. Departments and executives have reporting responsibilities to management and the various boards of companies within Ferguson Marine. Ferguson Marine use the services of Grant Thornton as their external auditor.

A combination of these policies, procedures and functions operate to help identify, assess and monitor potential risk areas in our supply chains and mitigate the risk of slavery and human trafficking occurring in them.

Training

We will communicate this statement to all our staff to ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business and in future will include references as part of Ferguson Marines' documentation where appropriate.

Legal and regulatory purpose of this statement

This statement is made with regard to the obligations arising under section 54(1) of the UK's Modern Slavery Act 2015 (the Act). Accordingly, this statement should be considered to constitute the slavery and human trafficking statement of Ferguson Marine for the financial year 2020 and all future financial years until it may in future be modified or amended.

Ferguson Marine (Port Glasgow) Limited

Date: 1st January 2021