



## Modern Slavery Statement

### 1 Purpose of this Statement

The Ben Line Agencies Group takes very seriously our obligations under the United Kingdom Modern Slavery Act (2015) (“MSA”), the Australian Modern Slavery Act (2018) (“Aus MSA”), and in all other jurisdictions in which we operate. We are committed to ensure that slavery and human trafficking is not taking place within our business activities or elsewhere in our organisation.

### 2 Our Organisational Structure

As an international marine agency and logistics provider, Ben Line Agencies provides services primarily within the Asia Pacific Region. Our business involves providing a wide range of logistics and marine agency services to a multinational customer base. Our Head Office is based in Singapore, and this statement applies to our activities worldwide.

### 3 Our Policies and Commitments

Modern slavery takes many forms including servitude, forced and compulsory labour, human trafficking, and deprivation of liberty for personal or commercial gain. Ben Line Agencies has a zero-tolerance policy approach to all forms of slavery and human trafficking. These are criminal activities and violate basic human rights. In accordance with our values and our overarching commitment to acting ethically and with integrity in all our relationships, the prevention, detection and reporting of modern slavery and human trafficking is the responsibility of all those working for Ben Line Agencies and any associated organisations. We support an open and transparent culture that encourages employees and others to raise concerns about anything that is unlawful or amounts to improper conduct. We seek to ensure matters can be raised in confidence without fear of reprisals.

We embrace a diverse and safe workplace environment in which equal opportunity and fairness are paramount. One important aspect of this is supporting and complying with the provisions of relevant laws and our organisational policies incorporate relevant compliance obligations. These obligations are reflected in our group wide policies and are encapsulated in the “Ben Line Agencies Code of Conduct”, which are available in the ‘Compliance’ section of our group website. We provide training to all employees on the Code of Conduct and monitor its implementation.



## 4 Our Business Activities

Ben Line Agencies' areas of business activity comprise the provision of goods and services for the delivery and operation of logistics and marine agency services. We procure our goods and services from a carefully selected group of vendors who are subject to a full and thorough due diligence review that requires participants to be aligned with Ben Line Agencies policies and values. We do not simply buy goods or services solely based on cost. Most supplier services are related to the physical movement of goods and the provision of marine agency services. We expect our vendors and suppliers to take all reasonable and practical steps to adhere to our values and policies.

If we find that a supplier is non-compliant with our policies or contractual requirements relating to anti-slavery or provides inadequate information, we will, depending on the circumstances, either terminate the arrangement without delay, or work with the relevant supplier to improve their performance.

## 5 Governance

Ben Line Agencies will:

- i. Continue to develop awareness of the relevant laws and regulations amongst its people and ensure awareness of reporting mechanisms if an instance of modern slavery or human trafficking is suspected.
- ii. Continue to review and, where appropriate, strengthen our procurement processes and policy, considering a range of risks, including slavery and human trafficking.

## 6 Endorsement of this Statement

The Board of Ben Line Agencies Limited recognizes the importance of the matters considered in this Statement and the relevant laws and regulations. We will continue to take all measures necessary to ensure that slavery and human trafficking have no place in Ben Line Agencies Limited's business operations. The Board welcomes this opportunity to restate its commitment to ethical and responsible practices in all parts of Ben Line Agencies Limited.



**Kristian Vandermeer**  
Group Managing Director



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