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# Modern Slavery and Human Trafficking Statement

## Introduction

GAC Group (**GAC**) is committed to improving our practices and combatting all forms of modern slavery and human trafficking in our corporate activities.

This statement summarises our current approach to assess any potential risks relating to our business and the actions being taken to combat modern slavery in accordance with Section 54 (1) of the Modern Slavery Act 2015.

## Organisation Structure

GAC is a leading provider in shipping, logistics and marine services. We have approximately 7,500 employees in more than 300 offices in over 50 countries worldwide.

## Our Policies to Combat Slavery and Human Trafficking

GAC employment policies and processes ensure that all employees have the necessary rights when at work.

We ensure that all employees have a copy of our Code of Ethics, with all employees required to complete an e-learning course on our Compliance and Ethics Policies each year. The course defines our policies on fair treatment at work, ethical business conduct and compliance with legal requirements.

Wherever our operations are across the globe, all employees, including those working on behalf of GAC, are held to the highest standard concerning respect for one another.

## Due Diligence Process for Slavery and Human Trafficking

GAC's Whistleblowing Policy empowers all employees, including those working on behalf of GAC, to report any ethical concerns they may have regarding any aspect of our business without fear of reprisal. We have reporting systems and protections in place for whistleblowers and conversely, appropriate sanctions for non-compliance. By instigating these policies, GAC is using its influence to maximise its impact in combating all forms of modern slavery and human trafficking.

## Ongoing Commitment to Eradicating Slavery and Human Trafficking

To ensure a higher level of understanding of the risks of modern slavery and human trafficking we will continue to review our processes and take action to maintain a zero tolerance approach to modern slavery.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes our Modern Slavery and Human Trafficking Statement for the financial year end December 2023.

A handwritten signature in blue ink, appearing to read 'Pontus Fredriksson', is written over a light blue horizontal line.

Pontus Fredriksson  
Group President  
January 2024