

Modern Slavery Statement

INTRODUCTION

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

This statement summarises our current approach to assess any potential risks related 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 over 9,000 employees in more than 300 offices in 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 make sure 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.

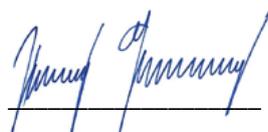
DUE DILIGENCE PROCESS FOR SLAVERY AND HUMAN TRAFFICKING

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 whistle-blowers and conversely, appropriate sanctions for non-compliance. By instigating these policies, GAC is using our influence to maximise our 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 in our supply chains and our business, GAC aim to develop a specific policy which will be included in our existing suite of business policies and to provide training for all our staff. We also intend to share this policy with our partners in our supply chains and impress upon them the need to adopt a similar policy.

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 2020.



BENGT EKSTRAND
GROUP PRESIDENT