

Modern Slavery Statement June 2020

Our Business:

The Global Marine Group (GMG) is a market leader in offshore engineering and consists of three business units; CWind delivering power cable and asset management services topside and subsea to the offshore renewables and utilities market, Global Marine providing fibre optic cable solutions to the telecommunications and oil & gas markets and Global Offshore delivering trenching and power cable lay services to the oil & gas industry. The combined experience and knowledge has led to significant, embedded intellectual property and an enviable track record of successful project execution.

Although we operate predominately in Western Europe, our Maintenance and Installation projects have a global reach. Our offices, depots and base ports are in Canada, Netherlands Antilles, Bermuda, United Kingdom, Singapore and the Philippines.

The Global Marine Group has zero tolerance of Modern Slavery in all its varying forms both within the GMG companies and their supply chains.

Summary:

This statement covers the period of 1st January 2019 to 31st December 2019, in line with the GMG financial year.

2019 saw a Group spend of ~USD160m across ~1,400 suppliers, worldwide.

Corporate Policies:

GMSL-A-KA-0030 – Code of Conduct

GMSL-A-KA-0049 – Anti Bribery Policy

GMG-B-KA-0001 – Supplier Code of Conduct

Control Measures:

All new Vendor Requests are reviewed against Modern Slavery risk against the following criteria:

- Industry Risk;
- Country Slavery Risk: globalslaveryindex.org;
- Country Corruption Risk: transparency.org;
- Freedom of Political Rights & Civil Liberties: freedomhouse.org

Where a higher risk is identified, a self-assessment questionnaire is completed by the potential supplier and assessed accordingly.

GMG on-boarded 358 new suppliers in 2019. Of those none were identified as high risk suppliers.

2020 Plan:

- Develop the assessment process of supplier self-questionnaires and follow up;
- Evolve Supplier Audits to include Modern Slavery review;
- Incorporate Modern Slavery and Supplier Code of Conduct into employee re-induction programme;

2019 Activities:

The following were completed:


- Declarations of acceptance of GMG Supplier Code of Conduct from critical Suppliers.

2018 Activities:

The following were completed:

- Established a Supplier Code of Conduct to clearly set out our expectations of our Suppliers;
- Included Supplier Code of Conduct and Modern Slavery discussions in new employee inductions;
- All GMG Supply Contracts and Standard Terms and Conditions include Business Ethics and Modern Slavery clauses;
- GMG did not further develop the assessment process of supplier self-questionnaires and follow up.

GMG remain committed to the participation and responsibility of eradicating Modern Slavery from its supply chain.



Paul Thomas
Head of Procurement



Board and Director Approval Provided by John Taylor, CFO.