



Evergreen Marine (UK) Ltd

Modern Slavery Act Statement (2024)

Introduction from Evergreen Management

In 2019 Evergreen Marine (UK) Ltd implemented its Modern Slavery Policy (the “Policy”) which is designed to ensure that we strictly prohibit the use of modern slavery and human trafficking in our operations and supply chain. We have and will continue to be committed to implementing systems and controls aimed at ensuring that modern slavery is not taking place anywhere within our organisation or in any of our supply chains.

It is our intention to continue to build on the systems and controls we have already put in place and to improve the effectiveness of our measures over time. This statement sets out both the steps we have put in place and also the steps we intend to implement.

Corporate Social Responsibility is a key part of everything that we do as a company, and it is a priority within Evergreen Marine (UK) Ltd to ensure that the people we deal with (in particular suppliers and our representatives) share this responsibility and reflect our values to prevent slavery, servitude and forced or compulsory labour.

Organisation's structure

Evergreen Marine (UK) Ltd is a UK-based limited company, with its headquarters in London. Evergreen Marine (UK) Ltd has around 194 employees, and are acting agents to Evergreen Marine Corp, a Taiwanese leading global container carrier, providing liner shipping services worldwide.

Our supply chains

Our suppliers are primarily companies involved in the handling, storage and transportation of imported and exported goods. These would be UK based container ports, container depots used for the storage and preparation of Evergreen containers, and intermodal companies whom we contract to move our containers by road, rail and sea.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Policy 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 slavery and human trafficking is not taking place anywhere in our supply chains. As part of this commitment, we have in place procedures to:



- Review our Policy on a biennial basis; and
- Identify changes that could be made to improve our Policy.

Due diligence processes for slavery and human trafficking

As part of our initiative to identify and mitigate risk, we are implementing systems to:

- Identify and assess potential risk areas in our supply chains.
- Mitigate the risk of slavery and human trafficking occurring in our supply chains.
- Monitor potential risk areas in our supply chains.
- Protect whistleblowers.

We have allocated responsibility internally to our Auditing department to ensure that our due diligence processes are as robust as they can be and to identify any changes that could be made to improve our processes over time.

Supplier adherence to our values and ethics

We have zero tolerance for slavery and human trafficking. Our suppliers are required to hold their own suppliers to the same high standards.

We consider that the greatest risk of modern slavery in our supply chains is when we deal with companies based in jurisdictions which do not have equivalent standards and legislation to the UK.

As part of our ongoing risk assessment and due diligence processes, we consider whether circumstances warrant us carrying out audits of suppliers for their compliance with our Policy. We also assess whether the circumstances warrant the inclusion of specific prohibitions against the use of modern slavery and trafficked labour in our contracts with third parties. Using our risk-based approach, we will also assess the merits of writing to suppliers requiring them to comply with our Policy, which sets out the minimum standards required to combat modern slavery and trafficking.

If we find that other individuals or organisations working on our behalf have breached our Policy we will ensure that we take appropriate action. This may range from considering the possibility of breaches being remedied and whether that might represent the best outcome for those individuals impacted by the breach, to terminating such relationships.

Training



To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we will be providing ongoing training to our staff.

We continue to invest in educating our staff to recognise the risks of modern slavery and human trafficking in our business and supply chains. Through our training programmes, employees are encouraged to identify and report any potential breaches of our anti-slavery and human trafficking policy. Employees are taught the benefits of stringent measures to tackle slavery and human trafficking, as well as the consequences of failing to eradicate slavery and human trafficking from our business and supply chains.

We have allocated responsibility internally, to our Auditing department to ensure that appropriate training of staff occurs on a periodic basis.

Review of commitments

We set out a number of steps in our previous statement that we intended to undertake and a commitment to set out our progress against each step, as follows:

- Carrying out a review of our modern slavery compliance - this was undertaken during the course of the year and no breaches of compliance were reported.
- Reviewing our Policy - this was reviewed during the first half of 2024 and we are confident the Policy remains adequate and appropriate for our business.
- Introducing KPIs in relation to the provision of training – focusing firstly on the employees who we believe are most likely to encounter modern slavery and human trafficking risks in the course of their employment. And secondly on the company's management team who are most likely to then cascade down the principals set out in the training, to the employees under their jurisdiction.
- Provide basic introductory training to new employees where possible.

Further steps

Following a review of the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains we intend to take the following further steps to combat slavery and human trafficking:

- Carrying out a review of our modern slavery compliance.
- Reviewing our Policy.
- Provide training to new employees where possible.



EVERGREEN MARINE (UK) LTD.

Our progress in relation to these steps will be set out in our next statement.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our Group's Modern Slavery statement for the financial year ending 31 December 2023. It was approved by the board of directors on 22nd April 2024.

Vincent Huang

**Vincent Huang, Chairman
Evergreen Marine (UK) Ltd
22nd April 2024**