



## Anti-Slavery & Human Trafficking Policy

This Policy outlines the efforts LV Shipping will make to seek to eradicate human trafficking and slavery from our supply chains. LV Shipping does not accept any use of slavery or human trafficking as part of our business and fully supports the promotion of ethical and lawful business practices within our organisation. LV Shipping will not tolerate or condone any form or practice that constitutes human trafficking or slavery in any part of our global organization.

LV Shipping's suppliers are an important part of our success and our culture, we expect each of these business partners to conduct their business with the same commitment to ethical business practices as LV Shipping.

The workplace practices that we expect from our partners and suppliers include:

- » Suppliers are not to use slave labour, illegal child labour or forced labour.
- » Suppliers will ensure that the overall terms of employment are voluntary.
- » Suppliers shall follow all local applicable laws pertaining to minimum age requirements, wages, overtime and benefits.
- » Suppliers shall follow all local applicable laws pertaining to working hours.
- » Suppliers will periodically certify that they conform to the expectations described above and that they remain compliant with the laws regarding human trafficking and slavery of the country or countries in which they are doing business.

Suppliers must be able to demonstrate compliance with this Policy at the request and satisfaction of LV Shipping. LV Shipping reserve the right to conduct internal verification of supply chains to evaluate and address risks of human trafficking and slavery. LV Shipping will maintain internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and human trafficking. LV Shipping will promptly and thoroughly investigate any claim or indication that a



supplier is engaging in human trafficking or slave labour. If a supplier to LV Shipping is found to be in violation of this policy, we will take prompt, remedial measures to address the violation. LV Shipping will provide on-going training to its employees (including those who have direct responsibility for supply chain management), on the laws and our policy against human trafficking and slavery.

A handwritten signature in black ink, appearing to read 'C. Lewin'.

C. Lewin

Managing Director

Issued 18.04.16

This policy is reviewed annually