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## MODERN SLAVERY STATEMENT

June 2018

### Introduction

Following the introduction of the UK Modern Slavery Act 2015 (“The Act”), like other similar sized commercial organisations in the UK, Africa Express Line (AEL) is required to publish an annual statement outlining the company’s approach to ensuring our operations and supply chains are trafficking and slavery free.

AEL first published this statement in June 2017, and by The Act we are obliged to refresh this each year.

The following information demonstrates AEL’s commitment to the implementation of the requirements of this Act and the provision of adequate resources, systems and senior management involvement to ensure the continuous review of our broader commercial and business environment in the compliance of it.

### Our Business, Structure and Supply chain

AEL is a UK based shipping line running a fleet of specialised modern refrigerated (reefer) vessels to and from West Africa and Europe. Founded in 2001, AEL is a wholly owned subsidiary of Compagnie Fruitiere (CF), a leading producer of fruits in West Africa and based in Marseille, France.

AEL has a turnover of approximately \$150 million and employs 22 staff in its offices in Kings Hill, West Malling in England. CF has main farming operations in Cameroon, Ghana, Ivory Coast and Senegal and produces around 500,000 tonnes of fruit annually. The broader CF group comprises around 40 companies also involved in logistics, port operations, ripening, marketing and distribution in Africa and Europe, with around 17,000 staff and consolidated turnover of around 700 million Euro’s.

Our supply chain is predominately our group plantations for our main northbound cargo, but also some third party growers, and vessel owners for provision of our marine fleet.

### Our Policy on Modern Slavery and Human Trafficking

As a company we value and strive to create an honest, fair and ethical business environment and extend that throughout our dealings with external businesses including our supply chain.

We fully support the key objectives of the Act in rejecting any form of discrimination, forced labour, harassment, human trafficking or child labour in our supply chain.

AEL also communicated these values to our staff and where necessary provide guidance in the process.

## **Risk Assessment**

Our approach to compliance with the Act is based on assessing risk areas. In our opinion these are mainly confined to the African plantations producing the product the company carries on our ships, and the ships themselves.

We however monitor all areas of our business environment and aim for a continued system of surveillance.

## **Due Diligence**

As part of monitoring risk areas, we have approached these supply chain entities for clarification on their position in compliance with the Act.

In particular, for our group plantations we have received a detailed Corporate Social Responsibility Charter (CSR) signed by the President of CF confirming full adoption of the Act. This is supported by CF requiring their supply chain to sign a similar document stating these values are also adopted. These are all further enhanced by the adoption of conformity audits being performed by external parties.

For non-group plantations we require a CSR charter being integrated into contracts, and approach these entities to also raise awareness of the Act and the requirements under this.

AEL continues to work with CF CSR staff to monitor and develop effective compliance verification of all of our supply chain.

## **Update since last statement**

We are pleased to confirm that there have been no cases breaching The Act brought to our attention during the last 12 months, and we continue to monitor all areas of our supply chain to the best of our ability.