

## MODERN SLAVERY STATEMENT

### 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. As per the requirements of the Act, we are obliged to update our statement each year within 6 months of our financial year end which is 31 December.

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 Group (CF) based in Marseille, a leading producer of fruits in West Africa and a major distributor in Europe and the UK.

AEL has a turnover of approximately \$173 million and employs 23 staff in its offices in Kings Hill, West Malling in England. CF has main farming operations in Cameroon, Ghana, Ivory Coast, Senegal and Ecuador and produced close to 600,000 tonnes of fruit in 2023. The broader CF group comprises of more than 60 companies also involved in production, logistics, port operations, ripening, marketing and distribution in Africa, America and Europe, with around 23,000 staff and a consolidated turnover of more than 900 million Euros.

Our supply chain is predominantly 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 communicates these values to their staff and verifies that they are properly applied.

## Risk Assessment

Our approach to compliance with the Act is based on assessing risk areas and therefore monitor all areas of our business environment and aim for a continued system of surveillance. In addition, we have implemented a set of measures and processes aimed at protecting workers human rights.

## 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 clause 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 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 financial year ending on 31 December 2023, and we continue to monitor all areas of our supply chain to the best of our ability.

Compagnie Fruitiere has been implementing a Vigilance plan, in accordance with the French Law on the duty of vigilance of parent companies and ordering companies, which aims to present the measures put in place within Compagnie Fruitiere and its subsidiaries to identify risks and prevent serious violations of Human rights and fundamental freedoms, the health and safety of people and the environment, as part of CF own activities as well as those of its subsidiaries, subcontractors and suppliers.

In addition to the usual internal reporting channels, CF has set up an alert and reporting mechanism for the existence or occurrence of risks of among other serious violations of Human Rights and fundamental freedoms, the health and safety of people as well as the environment, resulting from the activities of CF subsidiaries or the activities of its suppliers.

This mechanism helps to prevent serious breaches of the principles referred to above and enables the group to take the necessary measures in the event of a proven breach. It is accessible to anybody, at any time, via a dedicated secure website.

Approved by the AEL Board of Directors on Wednesday 10<sup>th</sup> July 2024..

Signed: .....

David Moreau  
Managing Director