

Future Marine Services

Modern Slavery Statement

Introduction

We primarily provide ship to ship (“STS”) transfer services and marine consultation.

We are committed to operating our business in an ethical manner, and to adopting working practices to ensure slavery and human trafficking does not take place anywhere in our supply chains. This statement is designed to set out the steps we have taken to ensure our business and supply chain is free from modern slavery.

Our business

Our core business is conducting STS transfers of oil and gas around the globe. In addition, we also provide a variety of services including marine consultation, STS equipment sales and rental, QHSE management, training STS Mooring Masters, expert witness and vessel charter.

Future Marine Services is the parent company of the following associated Group subsidiary companies:

- SafeSTS Ltd (UK)
- SafeSTS (Asia Pacific) PTE Ltd
- SafeSTS (Mozambique) Ltda
- SafeSTS Malaysia Sdn Bhd
- SafeSTS Servicos do Brazil Ltda
- SafeSTS (Middle East) FZE

We employ approximately 37 permanent staff, of which there are 6 Directors.

We also contract from a pool of approximately 14 specialist Mooring Masters regularly to perform the STS transfers globally.

Our workforce

We are aware of the potential areas of exposure for modern slavery within our workforce, which we seek to manage in a number of ways:

- We review our recruitment processes and employment practices to ensure compliance with legislation and best practice
- We use reputable employment agencies for the supply of recruitment candidates
- We give our employees employment contracts and access to our policies at the outset of their employment, which amongst other things cover Equality & Diversity, Bullying & Harassment, Grievances and Whistleblowing
- We pay our employees more than the statutory minimum and employee wages are paid directly into their bank account
- All employees are given holiday which complies with the statutory requirements

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- We do not engage child labour
- We encourage employees to report any concerns to senior managers or HR.

Our supply chains

As an ethically responsible service provider we aim to ensure that we are sourcing responsibly.

Our global supply chains include:

- Ship's Agents
- Support craft providers
- Crane operators
- STS equipment rental companies
- Fender and hose manufacturers
- Mooring wholesalers
- Freight forwarders
- Service engineers

We require our suppliers to complete pre-qualification questionnaires as part of our procurement process and we will review our supplier relationships to identify further ways in which we may be able to help eliminate the risk of modern slavery within our supply chain.

Anti-Slavery objectives going forward

We will look to:

- review all of our HR policies in respect of our own workforce
- review our supplier pre-qualification questionnaires to ensure that they adequately address modern slavery
- consider changes to our contractual documentation with suppliers to include anti-slavery clauses
- respond to any reports about modern slavery promptly and take remedial action where required.

Board approval

This statement constitutes our slavery and human trafficking statement for the financial year ending 2019. It has been approved by the Board.



Yvonne Mason, Managing Director
Future Marine Services Ltd

Date: 27 March 2019

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