

## Future Marine Services

### Modern Slavery Statement

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#### Introduction

This statement constitutes our slavery and human trafficking statement for the financial year ending 2025.

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.

We will respond to any reports about modern slavery promptly and take remedial action where required.

#### 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 and expert witness.

The following companies are part of the Future Marine Services Group:

- Safe STS Ltd (UK)
- Safe STS (Asia Pacific) PTE Ltd
- Safe STS (Mozambique) Ltda
- Safe STS Servicos do Brazil Ltda
- Safe STS (Middle East) FZE
- Safe STS LNG Ltd
- Safe STS Offshore Ltd
- Safe STS Transfer Technology Ltd

We employ approximately 32 permanent staff, of which there are 5 UK Directors (main Board) and 2 Regional Directors.

We also contract from a pool of approximately 12 specialist Mooring Masters 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 carry out Right To Work checks on all employees prior to employment
- We give our employees employment contracts and access to our policies at the outset of their employment, which amongst other things cover Equality, Diversity and Inclusion, Bullying and 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
- We do not engage child labour

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- 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

As stated in our Purchasing Terms and Conditions, we require all of our suppliers to comply with the principles of the United Nations Universal Declaration of Human Rights.

We also require our suppliers to complete due diligence 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.

**Yvonne Mason, CEO  
Future Marine Services Ltd**

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