

P&O FERRYMASTERS HOLDINGS LIMITED POLICY GROUP STATEMENT

P&O Ferrymasters Holdings Limited and its subsidiary undertakings (referred to as 'P&O Ferrymasters') means P&O Ferrymasters Limited and any other company within the P&O Ferrymasters Holdings Limited Group

Social Responsibility Policy

P&O Ferrymasters recognises that its business must be conducted in a socially responsible way. We are committed to the achievement and maintenance of the highest standards in all aspects of our activities.

P&O Ferrymasters provides European tailor-made transportation and logistics services. Specialising in the design and delivery of innovative and flexible supply chain solutions. The company provides services across the continent of Europe, with offices in 13 European countries (Belgium; Eire; France; Germany; Hungary; Italy; Poland; Romania; Spain; The Netherlands; Turkey; United Kingdom; Ukraine). P&O Ferrymasters works with road haulage, rail, air and sea subcontractors across Europe to deliver its services.

The Board of Directors champion this policy; their responsibility is to ensure that the people at P&O Ferrymasters have the belief, competence and resources to implement the policy and achieve its aims.

Our staff in all countries are reminded that achieving and successfully maintaining the highest standards relies on everyone sharing responsibility for the commitments set out in this policy.

P&O Ferrymasters is committed to:

- Abiding by the laws of the countries in which it operates.
- Preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.
- Prohibiting the use of child labour in its activities and by its sub-contractors.
- Conducting its business with honesty and integrity and applying the highest ethical standards.
- Recognising and respecting the human rights, dignity and needs of all employees.
- Creating and maintaining a working environment in which the capabilities of all employees are developed and to provide competitive terms and conditions.
- Ensuring that working hours are not excessive and that employees and employees of its subcontractors are paid fair wages.
- Seeking to contribute to the wellbeing and development of its people and of the communities in which it operates.

- Continuing to maintain an inclusive workplace by providing equal opportunities in employment.
- Protecting and enhancing the health, safety and welfare of its staff and seeking to avoid or minimise any adverse environmental impacts.
- Ensuring the highest safety standards by continuing to commit to a strong safety culture aiming to achieve.
- Caring for our people, customers, contractors, the communities in which we work and the environment. Making sure everyone goes home safe; the environment is protected and enhanced wherever possible and damage to property is avoided.
- Building and maintaining open and effective two-way communications on environment and community involvement.
- Growing our business in a sustainable and responsible way.

P&O Ferrymasters implements this policy through the following control measures:

- Business risks concerning social responsibility are identified and evaluated via the Corporate Risk Register and reviewed in line with the Corporate Risk Assessment Procedure.
- Subcontractors are approved, monitored and performance measured in line with the Logistics Service Provider Approval Procedure and Carrier Management – Carrier Selection, Performance monitoring, Review and Auditing Procedures.
- Subcontractors work to P&O Ferrymasters Terms and Conditions of Subcontracting, including compliance with applicable laws and regulations.
- Incidents of non-compliance are recorded, reported and investigated in line with the Incident Management and Reporting Procedure.
- Subcontractors may be “unapproved” for non-compliance in line with Logistics Service Provider Approval Procedure.
- P&O Ferrymasters employees can raise concerns about Social responsibility risks in line with the Whistle Blowing Policy.
- Employment and checks on new employees are completed in line with P&O Ferrymasters Recruitment and Selection Policy.
- Any incident involving a P&O Ferrymasters employee is managed in line with the P&O Ferrymasters Disciplinary Policy and Procedure.
- An understanding amongst staff of the issues of social responsibility, is developed through training, in line with Training and Development Policy.
- The social, ethical and environmental implications of all investment decisions are considered.
- Procedures are reviewed annually and / or if a material change in legislation or in the company's operation occurs.

- Any activity identified which involves child labour, slavery or human trafficking, within P&O Ferrymasters or its subcontractors, will be reported to the Director responsible for that activity and to the relevant authorities.

The aspirations detailed in this Policy are neither fixed nor exhaustive. P&O Ferrymasters recognises that change can occur quickly, and this policy will be reviewed at least annually in order to ensure that our stated intentions remain appropriate to the conditions within the communities in which we operate.



Thorsten Runge
Managing Director