

## **Modern Anti-Slavery Statement 2020**

This statement has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by Ace Aquatec Ltd during the year ending 31 December 2020.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain. We have a zero-tolerance approach to modern slavery, and we are committed to:

- acting ethically and with integrity in all our business dealings and relationships
- implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains
- improving our practices to combat slavery and human trafficking
- ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the Modern Slavery Act 2015

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we include specific prohibitions against the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

### **Our company**

Ace Aquatec is a leading and trusted provider of innovative aquaculture equipment worldwide. We partner with world leading experts in different scientific fields to apply breakthrough technological developments to aquaculture and marine industries. Our business, including our supply chains, is primarily carried out within the UK, Norway, South America and Australia. We have offices in Dundee; Bergen; Santiago, and Sydney. This policy applies to all persons working for us or on our behalf in any capacity, including employees at all levels, directors, officers, agency workers, seconded workers, volunteers, interns, agents, contractors, external consultants, third-party representatives and business partners.

### **Our policy on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. We appreciate that these are initial steps and commit to improving our systems and instigating a training awareness programme for our most relevant staff.

This statement has been approved by Ace Aquatec's senior leadership team.

A handwritten signature in black ink, appearing to read 'N. Pyne-Carter', with a horizontal line drawn through the bottom of the signature.

Nathan Pyne-Carter  
CEO Ace Aquatec