



ANTI-SLAVERY POLICY

Introduction

Modern Slavery is not just a heinous crime but a serious violation of fundamental human rights. Modern slavery can be manifested in various forms including servitude, slavery, forced labour and human trafficking, all of which involve the deprivation of a person's liberty for the purposes of exploiting him or her for commercial or personal gain.

X-Press Container Line (UK) Ltd ("X-Press Feeders") adopts a zero-tolerance policy towards all forms of modern slavery, and is fully committed to implementing and maintaining systems to combat modern slavery. We comply in full with our obligations under the Modern Slavery Act 2015 and as part of this process, we carry out ongoing reviews of our business and operations processes in order to identify, address and eliminate potential risk areas.

This policy applies to all persons working for us or on our behalf in any capacity, including but not limited to employees, directors, officers, executives, agents, interns, contractors, managers and business partners.

This policy does not form part of any employee's contract of employment and we may amend it from time to time.

Responsibility

The management of X-Press Feeders has overall responsibility for this policy.

X-Press' Legal Department has primary and day-to-day responsibility for implementing this policy, with the assistance of and collaboration with other departments whenever possible.

Compliance

All employees, vendors, customers and business partners must read, understand and comply with this policy. All employees, vendors, customers and business partners must do its utmost best to prevent and report modern slavery if discovered.

In the event where anyone becomes aware of or suspects that modern slavery is present in the business or operations processes of X-Press Feeders, they should immediately report this to the Legal Department, regardless of whether the slavery involves X-Press Feeders or a third party with business dealings with X-Press Feeders.

Openness is encouraged and X-Press Feeders will support anyone who raises genuine concerns in good faith.

Communication and Awareness

Our zero-tolerance approach to modern slavery is communicated at the outset to all significant stakeholders including employees, agents, contractors and business partners.

Breaches of this Policy

Any employee who breaches this policy shall be subject to disciplinary action which could include dismissal for misconduct.

We may terminate our relationship with other parties and organizations if they are found to have breached this policy.

A handwritten signature in black ink, appearing to be "S. Yoskovitz", written over a horizontal line.

Shmuel Yoskovitz
Chief Executive Officer
20th January 2021