

Modern Slavery Transparency Statement

Financial Year 2021

Introduction

This statement provides an overview of key practices and processes aimed to identify, prevent, and mitigate the risk of modern slavery, slavery-like practices and human trafficking in business activities, operations and supply chains.

In terms of reporting methodology this statement takes into account the following:

- relevant considerations as provided by: UK Statutory Guidance entitled “Transparency in supply chains: a practical guide” (updated as of December 2021); the Australian Commonwealth Modern Slavery Act 2018, ‘Guidance for Reporting Entities’¹; the Guidance on due diligence for EU businesses to address the risk of forced labour in their operations and supply chains (issued in 2021);
- applicable sector-specific labour-related and human rights regulatory frameworks developed for our sectors by the international community, including the United Nations system;
- the UNGPs reporting framework, in line with our commitment to adhere to the United Nations Global Compact principles-based approach and contribute to the realisation of the UN Sustainable Development Goals (SDGs), particularly, the UN SDG 8.7 (to eradicate forced labour, modern slavery and human trafficking by 2030).

Organisational structure

Headquartered in Rotterdam, The Netherlands, and privately owned, WEC Lines is a global business engaged in the transportation of goods via road, rail, sea and inland waterways and related logistics activities.

Policies, processes and procedures

WEC Lines policy commitment to prohibit any form of forced labour, human trafficking and slavery-like practices is stated in WEC Lines Code of Business Conduct with all applicable laws and regulations as well as with high ethical standards. The Code has dedicated chapters on Human Rights and Labour Standards as well as on Occupational Health and Safety.

WEC Lines commitment to promote fair business practices adheres and draws upon internationally recognized human rights and labour principles and standards. Being part of the international shipping sector, we operate in a very complex and comprehensive regulatory framework. In this respect, the Code also addresses compliance with sector-specific standards and requirements defined by maritime and labour conventions adopted at the international level by the International Maritime Organization (IMO) and the International Labour Organization (ILO). These include the ILO Maritime Labour Convention, 2006, as amended (MLC, 2006), which is known as the “Seafarers Bill of Rights” and as the fourth pillar of international maritime regulations.

Internal risk analysis and assessment

WEC Lines cross-functional Human Rights Function provides policy guidance and supports due diligence efforts, both internally and externally, in the areas of Business and Human Rights, Labour Standards and Modern Slavery, for WEC Lines. Ongoing activities adopt a human-rights based approach, aiming to leverage existing due diligence processes and compliance infrastructure within the organization to maximize the creation of long-term sustainable value, while preventing and/or mitigating adverse impacts on people and communities.

This is a continuous improvement process which can be adapted to the following considerations: emerging human rights considerations and risks arising from WEC Lines evolving and future business operations and operating contexts, relevant developments at the national and international levels over time as well as to internal level of maturity and understanding of areas related to Business and Human Rights.

Training

All WEC Lines employees are trained on the respect of WEC Lines Code of Business Conduct. Its implementation is ensured at the local level by relevant functions.

Protecting human rights of seafarers

Compliance with the ILO Maritime labour convention, 2006 (MLC, 2006)

Being an international ocean carrier, WEC Lines considers the protection of human rights of seafarers an integral part of its Human Rights Due Diligence process. In this respect, WEC Lines vessels are managed by MSC Shipmanagement, they are responsible for WEC Lines technical management. WEC Lines fully supports and complies with and/or exceeds the standards as set forth in the ILO MLC, 2006 and its related applicable amendments, in the best interests of all concerned parties, including seafarers, ship managers, shipowners, crew supply countries, ports of calls and vessels' flag state administrations.

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Management WEC Lines, Rotterdam**