

MODERN SLAVERY POLICY & STATEMENT

The ChartCo Group will ensure full compliance with the UK Modern Slavery Act 2015 in all aspects of its business and supply chain.

What we do

We are the global leader in digital navigation and voyage compliance for the maritime industry and believe the nature of what we do means the risk of exploitation, human trafficking and slavery occurring in our business or in our supply chain is low. Over the last 30 years and as a limited company last 20 years, ChartCo has forged strong, long lasting relationships with its supply chain. Our supply chains have been historically uncomplicated, with an overwhelming majority of products and/or services being procured from national Government hydrographic offices or UK based publishing houses.

What we will do more

We are at the forefront of a digital revolution in the global digital navigation and voyage compliance market, employing more than 240 people across fourteen countries. As we innovate new products and services and expand into new global markets we expect our supply chain will evolve but not materially change. We anticipate increased suppliers in data and technology services, with initial assessments suggesting the risk of exploitation, human trafficking and slavery remains low.

Statement on results to date and future plans

Thus far, ChartCo have had no reports directly or indirectly through our supply chain relating to exploitation, human trafficking and slavery. Despite this and the historically low risk assessment, ChartCo will continue to only conduct business with suppliers whom fully comply with all relevant legislation, ensuring transparency throughout their supply chain. ChartCo's standard terms and conditions already require compliance to the Modern Slavery Act, but additional onboarding checks will be introduced in the coming year together with annual supplier audits, to mitigate the existing and potential risks in this area.

Whistle blowing

At ChartCo, the Chief Executive and Board of Directors of are firmly committed to maintaining the highest standards of ethics, honesty, openness and accountability. The Company's Whistleblowing policy is communicated and known across the organisation.

Employment practices

ChartCo's employment practices underpin our commitment to the highest standards of ethics, honesty, openness and accountability. Through sharing the Company's Modern Slavery Policy and Statement as part of induction material, it is made clear that all employees of the group have a responsibility to be aware of and report any suspicion of exploitation or slavery. Our Whistleblowing policy is designed to ensure that whatever the situation, a suitable reporting mechanism exists without fear of reprisal.

Suppliers found to be in breach of the Act may have any contracts summarily terminated and risk being removed from the list of approved suppliers to the group. Compliance to the Act is a prerequisite under the ChartCo Limited standard terms and conditions of purchase.

The company Directors and Senior Management take responsibility for the implementation of this policy and its objectives, the company will provide adequate resources to ensure compliance.

The ChartCo financial year runs from 1 August to 31 July each year and the company shall review this policy annually and update and publish the annual statement summarising the steps taken to ensure compliance. The statement shall be reviewed by the board of Directors and approved by the Chief Executive Officer.

The above policy and statement was last reviewed by the Board of Directors on 16 May 2019 and has been approved by the company's board of directors.

The above policy and statement applies to the ChartCo Group, which includes the following legal entities:

ChartCo Limited
ChartCo Limited Greece
ChartCo (Nederlands) BV
ChartCo Singapore Pte Limited
ChartCo AS
Docmap Sdn Bhd AS
Marine Position i Stenungsund AB
Regs4Ships Limited
Regs4Yachts Limited

This policy and statement is hereby signed by Martin Taylor, CEO.

A handwritten signature in black ink, appearing to read 'M.S. Taylor', followed by a period.

Martin Taylor
CEO
ChartCo Limited

Date: 28 June 2019