



Modern Slavery Statement

April 2017

This statement applies to Cruise and Maritime Voyages Ltd (referred to in this statement as 'CMV') and is in accordance with the United Kingdom's Modern Slavery Act 2015 (referred to in this statement as 'the Act') which requires companies like ours to disclose information showing the steps they have taken to ensure that slavery and human trafficking are not taking place in any part of their business or supply chain.

We take this matter very seriously and are very proud to be part of this effort for more transparency with regards to the supply chains of UK incorporated companies, as, in our opinion, it is a vital step in the attempt to combat slavery and human trafficking internationally.

We recognize the responsibility we bear of identifying, preventing, and addressing incidents that are in violation of the Act and could be directly or indirectly linked to our industry and/or our business activities.

The information included in this statement refers to the financial year 2017-2018 and has been approved by our Board of Directors.



ORGANISATIONAL STRUCTURE

Cruise & Maritime Voyages is Britain's leading independent cruise line operating no fly cruises from a choice of 11 UK ports with central offices in Purfleet, Essex. We are Britain's fastest growing independent cruise line with a current fleet of five traditional cruise liners operated under charter.

Cruise & Maritime Voyages is part of the CMV Holdings London Travel & Leisure Group, with offices in Purfleet, Essex, UK, Sydney, Australia and Ft Lauderdale, Florida, USA. These offices accommodate hundreds of employees who have shown and are expected to show their respect to all applicable laws and regulations and depict an ethical behaviour in all aspects of their employment with CMV.

CMV Holdings London Travel & Leisure Group is managed and controlled by a Board of Directors who fully support the contents and overall purpose of the Modern Slavery Act 2015 (the 'Act').

DEFINITIONS

CMV considers that modern slavery encompasses:

- Human trafficking;
- Forced work, through mental or physical threat;
- Being owned or controlled by an employer through mental or physical abuse or the threat of abuse;
- Being dehumanised, treated as a commodity or being bought or sold as property;
- Being physically constrained or to have restriction placed on freedom of movement.

COMMITMENT

We, at CMV, acknowledge our responsibilities in relation to tackling modern slavery and commit to complying with the provisions found in the Modern Slavery Act 2015. We understand that this requires an ongoing review of both our internal practices in relation to our labour force and, additionally, our supply chains.

We are in a position to confirm that we have not entered into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to Cruise and Maritime Voyages Ltd in the pursuance of the provision of our own services is obtained by means of slavery or human trafficking. We strictly adhere to the standards required in relation to our responsibilities under relevant employment legislation, and exceed the minimum standards required, in relation to our employees.

SUPPLY CHAINS

Thankfully there is no evident risk of slavery or human trafficking with regards to the sectors and markets our suppliers are operating, however, this fact has not kept CMV passive in our commitment to tackle modern slavery.

CMV's supply chains include the provision of all goods and services that are required to operate cruises all over the world.

We, of course, have zero tolerance to any type of slavery and human trafficking in all our business dealings and expect the same from all our suppliers and their business partners.

We have set high standards to all our suppliers with regards to the transparency of their dealings and, thus, have established due diligence processes intending to audit our suppliers and have a better understanding of the nature of their business and personnel.



POTENTIAL EXPOSURE

We consider that, if there is an exposure to the risk of slavery and human trafficking, this would most probably exist onboard our chartered cruise ships.

As such, we have made it clear to the operators of our chartered cruise ships and any other potential business affiliates, that we do not intend to enter in business discussions with them if they do not ensure that their crew contracts are in line with the accepted standards and practice of the industry and the wider applicable international laws. As such, all crew members working onboard our chartered cruise ships have an International Transport Workers' Federation (ITF) approved employment contract, empowering them with specific entitlements such as minimum pay, working hours and compensation.

Moreover, in order to confirm that all procedures onboard are in line with the Collective Agreement signed between the operators and the ITF, the individual Employment Agreement signed between the operators and the crew member and the International Labour Organisations (ILO) standards we have demanded and obtained from the operators of our chartered cruise ships, access to various onboard records, such as crew training records, company policies training, grievance procedure introduction, working hours, etc.

Finally, compliance with all the above is monitored by national and international inspections our chartered cruise ships are subject to in various ports, which ensure that the examined vessels adhere to these international strict requirements and standards regarding safety, security and labor standards.

In general, we considers our exposure to slavery/human trafficking to be relatively limited. Nonetheless, as depicted above, we have taken steps to ensure that such practices do not take place in our business nor the business of any organisation that supplies goods and/or services to CMV.

STEPS

We carry out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in our organisation or supply chains, including conducting a regular review of the general business conduct of our suppliers. This includes reviewing our suppliers standards for responsible business conduct in related areas such as employment and human rights.

Cruise and Maritime Voyages Ltd has not, to our knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, Cruise and Maritime Voyages Ltd has taken the following steps to ensure that modern slavery is not taking place:

- Demanding our suppliers to conform to a high standard of ethical behaviour, in line with International Labour Organisation principles, especially in relation to employment rights, and ensuring that no forced labour takes place;
- Reviewing our existing supply chains;
- Reviewing our supplier contracts with the intention of inserting a legal clause which would empower us to terminate the contract in the event that the supplier is, or is suspected, to be involved in modern slavery;
- Ensuring that we have the legal right to terminate an agreed contract with one of our suppliers in the event that the suppliers turns out to be directly involved in modern slavery and/or human trafficking;
- Adopting a no tolerance policy with regards to slavery and human trafficking (see ITF approved employment contracts).



KEY PERFORMANCE INDICATORS

As part of our dedication to tackle modern slavery and trafficking we have set the following key performance indicators to measure our effectiveness in ensuring that such conduct is not taking place in our organisation or our supply chains.

- Identification and assessment of potential risk areas in our business activities and supply chain;
- Closely supervising and monitoring the potential risk areas in our business activities and supply chain;
- Ensuring that all our employees are invited to raise any concerns they may have with regards to malpractice or wrongdoing, including in respect of slavery and human trafficking and encouraging them to do so;
- Yearly audits of our suppliers targeted to the standards they adopt for responsible business conduct in related areas such as employment and human rights.

SLAVERY COMPLIANCE OFFICER

Cruise and Maritime Voyages Ltd has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action with regards to Cruise and Maritime Voyages Ltd obligations in this regard.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Simon Weeks
Group Financial Director

For and on behalf of Cruise & Maritime Voyages Ltd (Part of the CMV Travel & Leisure Group)

April 2017

