

Modern Slavery and Human Trafficking Statement

ORGANISATIONS STRUCTURE

Since its foundation in 1925 by Mr. Francisco Díaz Martínez, GONDAN has always been a family owned, compact shipyard, focused on the construction of a reduced amount of bespoke, tailor-made vessels, all of them purposely designed and built in order to fulfill the needs and requirements of each owner. Almost 100 years later, the essence of the company remains the same as GONDAN is still run and solely owned by Mr. Alvaro Platero Díaz, MSc Naval Architect, grandson and heir of the founder.

At GONDAN Shipbuilders, we are committed to upholding the highest standards of ethical conduct and ensuring the well-being and dignity of all individuals involved in our operations and supply chains. We recognize that modern slavery and human trafficking are grave violations of human rights, and we are fully committed to preventing and eradicating these practices from our business activities. This statement outlines our policies, actions, and ongoing efforts to combat modern slavery and human trafficking.

Our Commitments:

Zero Tolerance: GONDAN Shipbuilders maintains a zero-tolerance policy towards modern slavery and human trafficking. We strictly prohibit any form of forced labor, child labor, human trafficking, or exploitation within our organization and supply chains.

Compliance with Laws and Regulations: We are committed to complying with all applicable laws and regulations related to modern slavery and human trafficking, including the Modern Slavery Act 2015 (UK) and other relevant legislation in the countries from our customers.

Risk Assessment: We conduct regular risk assessments to identify and evaluate any potential risks of modern slavery and human trafficking within our operations and supply chains. We also maintain procedures to ensure that our suppliers and business partners share our commitment to ethical practices.

Supplier Engagement: We engage with our suppliers to promote responsible business practices and to ensure that they uphold the same principles and values we stand for. We expect our suppliers to adhere to our Supplier Code of Conduct.

Employment Practices: We maintain fair and transparent employment practices, ensuring that all our employees are hired and treated in full compliance with applicable labor laws. We provide fair wages, safe working conditions, and uphold the rights of our workers, including their freedom of association and collective bargaining.

Training and Awareness: We provide regular training and awareness programs to our employees and key stakeholders to enhance their understanding of the applicable laws and required principles and values. Through these initiatives, we promote a culture of vigilance, responsibility, and respect for human rights.

Reporting Mechanisms: We encourage our employees and stakeholders to report any concerns related to modern slavery and human trafficking. We assure that any reported incidents will be treated seriously and investigated promptly.



Continuous Improvement: We are committed to continuously improving our policies and practices related to modern slavery and human trafficking. We regularly review our procedures and implement necessary enhancements to ensure that we remain aligned with best practices.

GONDAN Shipbuilders is fully dedicated to the eradication of modern slavery and human trafficking in all its forms. We are unwavering in our commitment to protect the rights and dignity of all individuals and to operate in a responsible and ethical manner. This statement reflects our ongoing efforts to combat these egregious violations of human rights, and it will be regularly reviewed and updated to ensure its continued relevance and effectiveness.

Signed,

Luis López-Cotarelo Rodríguez Noriega
Chief Financial Officer
GONDAN Shipbuilders



15/04/2023

A handwritten signature in blue ink, consisting of several overlapping loops and lines, positioned over the date and extending to the right.