

Modern Slavery Act Transparency Statement

This is the Modern Slavery and Human Trafficking Transparency Statement for North Star HoldCo Ltd ("North Star"), for the financial year ending 30 April 2019. This statement is made pursuant to s.54(1) of the Modern Slavery Act 2015. This has been approved by the board of directors of North Star.

The Modern Slavery Act 2015 creates offences in respect of slavery, servitude, forced or compulsory labour and human trafficking ("Modern Slavery"). North Star is committed to combatting all forms of Modern Slavery.

About Us

North Star is the parent company for North Star Shipping (Aberdeen) Ltd, North Star (Guernsey) Ltd and Crewing Services (Aberdeen) Ltd which owns and operates the largest British wholly owned fleet engaged in the UK offshore industry. North Star provides support to over 50 offshore installations in the North West European Area.

North Star recognises that Modern Slavery is not an issue confined to businesses based in higher risk jurisdictions and it recognises, in particular, the risks that arise from the use of migrant labour and global supply chains.

Our Policies and Procedures

In the financial year ending 30 April 2019, North Star had the following policies, procedures and accreditations in place:

- An Ethics and Corporate Criminal Offences Policy (and also a Recruitment Policy) focused on North Star's values of respect, trust and integrity which specifically addresses Modern Slavery risk areas.
- Due diligence questionnaires that assessed suppliers and third parties across a range of compliance criteria including questions on specific Modern Slavery risk areas.
- North Star's fleet (and the fleet of any agency that North Star used) maintained Maritime Labour Convention (MLC 2006) accreditation. The MLC 2006 sets out seafarers' rights and conditions of work, including in respect of wages and hours of employment.

North Star will continue to review the effectiveness of the measures we have taken to further improve our policies, procedures and other measures in respect of Modern Slavery.

Callum Bruce

Chief Executive Officer

North Star HoldCo Limited