

Introduction

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and sets out the steps that OceanMind has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Key Focus Areas

During this period OceanMind is focused on:

1. Establishing, disseminating, and providing training on our modern slavery statement and policies.
2. Ensuring robust reporting processes in case modern slavery is suspected.
3. Publishing KPIs to make progress transparent.

Our Business

OceanMind is a nonprofit organisation using satellites and artificial intelligence to tackle the biodiversity and climate crises. We have 18 employees in 4 countries. Our turnover is around £3m per year. Our work falls into three strategic themes.

The “livelihoods and biodiversity” theme involves monitoring marine protected areas and fisheries, helping regulators enforce regulations and the seafood industry perform due diligence on sourcing. As part of this we help identify risks of labour abuse onboard fishing vessels.

The “climate change and emissions reduction” theme underpins our work as a co-founder of Climate TRACE where, as the maritime emissions lead, we calculate and publish greenhouse gas emissions from the global maritime sector.

The “private sector systems change” theme draws on the data and learnings from all our other work to deliver maritime risk insights to insurers, financial services, and corporates to enable more sustainable supply chains.

Our supply chain is primarily digital and includes a variety of satellite data providers, remote sensing providers, and the Microsoft Azure Cloud Platform. We undertake due diligence on our suppliers to ensure ethical operations and that the risk of modern slavery being employed is low.

OceanMind is committed to combating modern slavery and human trafficking.

Our Policies

OceanMind has a zero-tolerance approach to modern slavery and human trafficking. We are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We have a modern slavery policy that supports this statement, and processes and procedures to ensure that the policy is implemented.

Our Due Diligence Processes

To identify and mitigate the risks of modern slavery and human trafficking in our operations and supply chains, we have implemented the following measures:

- **Supplier Code of Conduct:** Our Supplier Code of Conduct outlines our expectations regarding the prohibition of forced, bonded, and trafficked labour.
- **Risk Assessments:** We conduct risk assessments of potential new suppliers to identify areas of risk for modern slavery and human trafficking. We do not engage suppliers at higher risk of modern slavery or human trafficking. We review risk assessments when supplier circumstances change.
- **Training and Awareness:** We provide training to our employees to ensure they understand the risks of modern slavery and how to identify and report potential issues.
- **Partnerships:** We work with larger partner NGOs working to prevent modern slavery to ensure that our employees and suppliers have access to the best support and information to prevent modern slavery.
- **Whistleblowing Policy:** We maintain a whistleblowing policy that allows employees and suppliers to report any concerns related to modern slavery or human trafficking confidentially.

Supply Chain Management

OceanMind is committed to ensuring that our supply chains are free from modern slavery. We expect our suppliers to share our commitment to combating modern slavery and to adhere to our Supplier Code of Conduct. We work closely with our suppliers to ensure they understand our expectations.

Responsible Recruitment

OceanMind uses reputable and reliable recruitment specialists based in the UK and the US to ensure our team is employed in line with all legal requirements and best practices to prevent modern slavery.



Performance Indicators

We use the following key performance indicators (KPIs) to measure the effectiveness of our efforts to combat modern slavery and human trafficking:

- Percent of employees trained on modern slavery issues.
- Number of reported suspected instances of modern slavery or human trafficking in our business or our supply chain.
- Number of investigations into reported suspected instances taken in line with our Modern Slavery Policy.

Looking Ahead

We are committed to continuously improving our practices to combat modern slavery and human trafficking. In the previous period no risk of modern slavery or human trafficking was identified in our business or our supply chain.

In the coming year, we plan to:

- Ensure all employees and suppliers are aware of our modern slavery statement and their obligations.
- Fully implement an anonymous reporting mechanism and roll it out internally and across the supply chain.
- Provide training to all employees on identifying and reporting modern slavery in the supply chain.
- Publish KPIs on our web site.

Board Approval

This statement has been approved by the Board of Directors of OceanMind and will be reviewed and updated annually.

Signed:

A handwritten signature in black ink, appearing to read "Nicholas Wise".

Name: Nicholas Wise

Title: CEO

Date: 16th May 2024