

UK Modern Slavery Act Statement

For Financial Year Ended 31 December 2024

Uber Boat

by **thames clippers**

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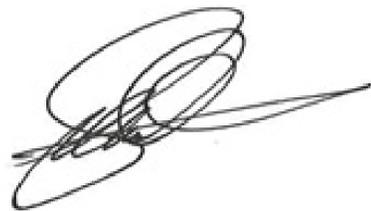


Introduction

Uber Boat by Thames Clippers is a fast, frequent, and reliable river bus operator on the River Thames. I co-founded the business in 1999 with just one vessel; since then we have grown to operate 20 high speed vessels, serving 25 piers in and around London, ranging from Putney in the West to Gravesend in the East. We carried over 5.3 million passengers in 2024 and our plan is to continue to grow, with sustainability and environmental responsibility at the heart of that vision. This is our third statement delivered in accordance with section 54 of the Modern Slavery Act 2015.

It has always been a priority for Uber Boat by Thames Clippers to trade fairly and ethically, source the goods and services that we use in the business responsibly, and do everything we can to prevent modern slavery throughout our business. Modern slavery is the umbrella term used to encompass the offences of slavery, servitude, forced or compulsory labour and human trafficking. We are proud of our history, and are committed to continually improving the way we do business so that we can operate sustainably and effectively as a responsible member of the vibrant community in which we operate, in partnership with our employees, suppliers, and other stakeholders, across the broader ecosystem of the River Thames.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015, and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2024. It was approved by the Board on 30 June 2025.



Sean Collins, Chief Executive Officer
Uber Boat by Thames Clippers
Dated: 30 June 2025

¹ Uber Boat by Thames Clippers is a trading name of Collins River Enterprises Limited, a company registered in England and Wales with number 03713645 and having its registered office at 3rd Floor Clipper House, Trinity Buoy Wharf, London E14 0JY





Our business, ownership structure and supply chains

We are primarily an operator of river bus services in and around central London, and as of 31 May 2025 have 486 employees, the majority of whom are based at our offices at Trinity Buoy Wharf. We also have smaller elements of our business that support visiting cruise ship operations (in partnership with the Port of London Authority and the Port of Tilbury) and expect to grow our light freight operations in the coming years.

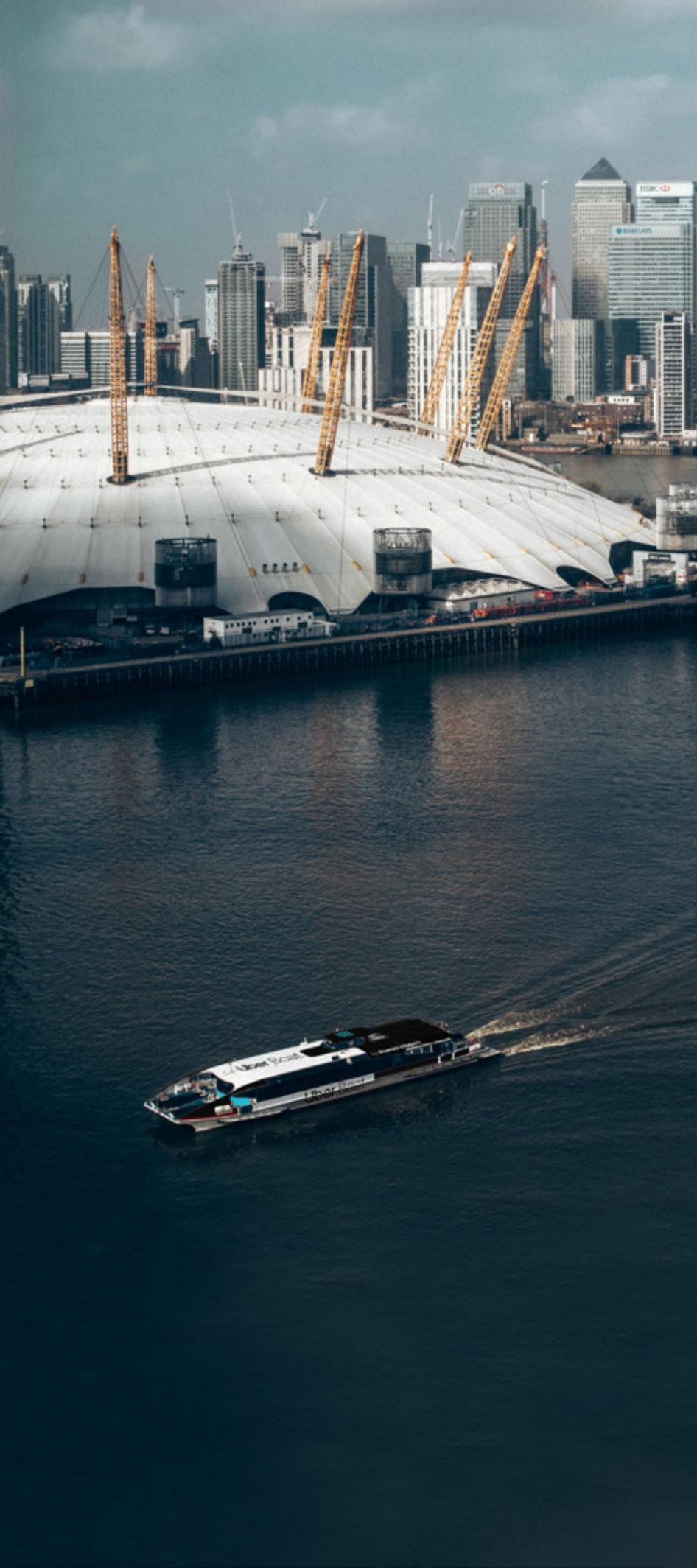
In April 2022, Northleaf Capital Partners acquired a majority interest in Uber Boat by Thames Clippers from AEG, the world's leading sport and live entertainment company. The first three years under Northleaf's ownership have brought new investment to support our ambitious plans to deliver sustainable growth, enhanced infrastructure and greater economic development on and around the River Thames, supporting the diverse communities we serve. We are also delivering innovative zero-emission projects in partnership with the UK Government, further reinforcing our commitment to the long-term sustainable nature of our business. As our majority shareholder, Northleaf is similarly committed to responsible business and to the highest standards of ethics and environmental sustainability.

Our most significant supply chains are those related to procurement, engineering (including manufacturing and maintenance of our fleet of vessels), food and beverage supply for our on-board café bars and our agency staff support, particularly those related to the management of our premises, and security at our piers and facilities portfolio. We continue to invest in internal training and development. Each of these supply chains is discussed in more detail in this statement.

Our policies on slavery and human trafficking

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains, or in any part of our business. We continuously review and update all our policies, and in particular our Procurement Team have worked with the rest of the business to create our Responsible Procurement Policy. As part of any new contract award or renewal since 7 October 2024, we require our vendors and suppliers to confirm that they will comply with our Responsible Procurement Policy. We also maintain and enforce our Anti-Bribery Policy, as we are aware that there is a risk of bribery where businesses use that as a tool to divert attention from their poor compliance in respect of modern slavery.





Due diligence processes for slavery and human trafficking

Of our most significant supply chains noted above, we believe that those related to our food and beverage supply for our on-board café bars and those related to the engineering present the most potential for modern slavery risks in our business. As part of our initiative to identify and mitigate these risks, we have ensured that our coffee is rainforest certified and have confirmed that Bidfood (who are our primary foodservice wholesale distributor) themselves have in place robust practices, policies and procedures to prevent modern slavery details of which can be found in the [Modern Slavery Statement on their website](#). As a leading foodservice wholesale distributor in the UK and responsible business partner, we rely on Bidfood to complete the necessary risk assessment and due diligence checks as part of their supplier tender processes.

Furthermore, in our food and beverage supply chains, we have implemented additional due diligence processes for vetting suppliers. We share our Responsible Procurement Policy, requiring their adherence to our policy, or the provision of their own policies which must be at least to the same standard as our own. In addition, we conduct site visits to our food and beverage suppliers, supplementing these with risk-based due diligence and monitoring such as regular searches for adverse media coverage.

Whilst the vast majority of individuals engaged in our business are employed by us, we do make use of limited external resources to support our premises, piers and facilities operations. Those are sourced via an external agency, Dockside Personnel. As this is a sector the Gangmasters & Labour Abuse Authority (GLAA) tags as higher-risk, as part of updating this Statement for this financial year we have confirmed that the supplier remains (i) licensed by the GLAA and (ii) a member of Recruitment and Employment Confederation, the Association of Labour Providers and Stronger Together. We have carried out recent checks to confirm that Dockside Personnel continues to have robust practices, policies and procedures to prevent modern slavery. [Their Modern Slavery Statement can be found on their website](#).

We take a proportionate risk-based approach to supplier due diligence in the areas of engineering and maintenance of our fleet of vessels, and those related to our information technology and systems providers. That is because our new vessels are constructed in the UK (at the Wight Shipyard Company, our partner shipyard based in Cowes on the Isle of Wight) and all new and existing vessel maintenance is similarly conducted in the UK, through market-leading partners.

We intend to further develop our supplier pre-engagement due diligence processes to ensure that anyone engaged through those businesses is minimum wage compliant. In particular, we recognise that although all our food and beverage suppliers are based in the UK, we could do even more to verify that their supply chains are responsible, this is where our Responsible Procurement Policy plays a crucial role as it requires our vendors and suppliers to make a positive commitment to those and other similar principles. We also intend to introduce specific contractual assurances and enhanced supplier due diligence in respect of those organisations that provide us with any agency workers.

In light of the extensive volume of our supply chain and the complexities inherent in vetting historical vendors and suppliers, as well as bringing all existing suppliers up to date, it is noted that we have extended the deadline to implement our Responsible Procurement Policy for legacy vendors and suppliers to 31 December 2025. This extension ensures that our Procurement Team has adequate time to effectively integrate and enforce these measures. Our commitment to eliminating modern slavery and human trafficking remains at the forefront of our goals, and this additional time will allow for a more comprehensive and thorough implementation of our policies, reflecting our commitment to ethical and responsible business practices that align with our values.



Adherence to our values

Along with our ISO 14001 accreditation for Environmental Management Systems which we secured in 2022, we have been awarded the Silver accreditation in the Port of London Authority's Thames Green Scheme and been shortlisted for the UK Green Business Awards 2024 which demonstrates our commitment to the environment and sustainability in our business practices. As part of that, we developed our Responsible Procurement Policy, which guides our supplier selection criteria and reaffirms our commitment to ensuring that our vendors and suppliers do not use child labour, do not use forced, bonded or compulsory labour and that our vendors' and suppliers' employees are paid a fair wage. We also require that those employees must be paid in money rather than paid in kind, and that their working hours comply with national laws and industry standards at a minimum. We intend to further roll out our Responsible Procurement Policy to require as many of our legacy vendors and suppliers as possible to make a positive commitment to those and other similar principles. We were also members of Business in the Community: The Prince's Responsible Business Network, (an organisation committed to changing business, transforming lives and helping the planet and communities thrive) during the relevant reference period for this statement but ceased to be a member after 31 December 2024.





Progress and challenges

Over the past year, we have made significant progress, including implementation of the Responsible Procurement Policy for new and renewing vendors and suppliers, ensuring adherence to processes during supplier tenders, and expanding our Procurement Team. There will be some ongoing challenges in adapting legacy suppliers to our new standards during 2025, but we expect the vast majority will be compliant and where any of those suppliers cannot provide appropriate evidence of the required high standards, we intend to transition to alternative suppliers who are fully aligned with our vision as soon as possible.

Our future plans

Our next steps for improvement include developing our long-term contracting approach, continuing to update our Responsible Procurement Policy as required to maintain best practice, and continuing to build on our existing internal protocols. We are working on enhancing our internal training to help our colleagues more effectively manage supplier performance reviews and are planning to implement a more efficient contract management system to help us monitor supplier adherence to our policies. Our On-board Retail Team will also be conducting unannounced supplier site visits, whilst our Engineering Team will ensure that the smaller companies we work with as well as legacy suppliers adhere to our contracting requirements, as well as our broader values.

Training

We are continuously hiring new staff, especially within our Fleet Team, and we plan to incorporate modern slavery recognition into our mandatory introductory training. As part of their onboarding, members of our On-board Retail Team are already informed about potential red flags in supply chains and this will be further reinforced by the mandatory modern slavery awareness training module when available.

It is noted that we did not roll out our internal modern slavery awareness in 2024 as planned due to our focus on the Responsible Procurement Policy. We intend to further develop our internal training programme to include a modern slavery awareness module in 2025.

