

# Slavery and Human Trafficking Policy Statement 2025

Van Oord rejects any form of slavery, human trafficking and other forms of forced labour. We are committed to improve our practices to combat slavery and human trafficking.

This statement sets out what we are doing to identify, prevent and mitigate the risk of slavery and human trafficking in our business and in our supply chain, and the progress we have made since our last statement covering the year 2024.

Roy van Loveren, Managing Director  
MPI Offshore  
Van Oord Offshore Wind UK Ltd.

## 1. OUR ORGANISATION'S STRUCTURE AND PRINCIPAL ACTIVITIES

Van Oord Offshore Wind UK Ltd. (MPI Offshore) delivers all-round solutions, including engineering, procurement, and construction in the full value chain of offshore wind and adjacent marine construction activities. We are a part of the Van Oord group of companies (Group), and our ultimate parent company is Van Oord N.V. which has its head office in The Netherlands located at Schaarwijk 211, 3063 NH Rotterdam. We have over 70 employees and operate in The United Kingdom and, from time to time, other countries.

## 2. OUR SUPPLY CHAIN

Our supply chains are focused on the provision of construction materials and equipment supplied from various parts of the world, including The United Kingdom, Western Europe and Scandinavia. Our supply chains support us in the provision of general labour; and the provision of professional and specialist services. The services we provide and the region within which we operate provide an initial indication that there is a low risk of slavery and human trafficking.

## 3. OUR POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We have a number of policies, procedures and controls in place to help ensure we operate an open, honest, responsible and ethical business.

The Slavery and Human Trafficking Policy Statement 2025 is part of our **Code of Conduct for Supply Chain Partners**. The Code of Conduct for Supply Chain Partners sets out the requirements for suppliers and other business partners, based on our own Code of Conduct. Van Oord's Supply Chain Partners have a duty to provide a safe workplace that complies with international labour standards and are expected to ensure the wellbeing of their staff where individuals are treated with dignity and respect and shall not discriminate.

The Code of Conduct for Supply Chain Partners is sent to all our suppliers.

Other relevant policies are:

- Van Oord's Human Rights Policy Statement;
- Reporting of Concerns policy;
- The Van Oord grievance mechanism policy for external stakeholders.

All these policies are available on our website. They are revised and updated on a regular basis.

#### 4. DUE DILIGENCE PROCESS

We consider modern slavery risks throughout our procurement processes, with our approach for individual suppliers being proportionate to risks identified. Due diligence investigations are performed on all high-risk suppliers; these to identify, prevent and mitigate adverse human rights impacts of our operations.

#### 5. NEXT STEPS

As part of our ongoing compliance effort we will continue to monitor, assess and further implement steps to ensure that there is no modern slavery or human trafficking in our business or supply chain.

For the year 2025 we plan to carry out the following actions:

- The Company is appointing an ESG Coordinator, who will provide a focal point for matters such as modern slavery. Key activities will include:
  - internal and external reporting on ESG matters;
  - providing ESG support to tenders;

- annually updating the Modern Slavery Statement and the Modern Slavery Supplier Due Diligence report.
- Development of a Human Rights/Modern Slavery related e-learning, which will be made available to all staff.
- Providing a series of presentations to management, and training to procurement and projects on ESG compliance related matters, including human rights.
- Review of existing policies to identify opportunities to strengthen our public modern slavery policy commitment.
- Improving our overall supplier due diligence, in particular to make our human rights and environmental monitoring even more comprehensive.

Signed

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Roy van Loveren, Managing Director

Van Oord Offshore Wind UK Ltd. (MPI Offshore)  
Date: 10 April 2025