

Slavery and Human Trafficking Policy Statement 2023

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, assess and mitigate the risk of slavery and human trafficking in our business and in our supply chain.

Roy van Loveren, General Manager
Van Oord Offshore Wind UK Ltd (MPI Offshore)

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 NV 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 occurring in our supply chain.

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 2022 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

All our new suppliers are subjected to a due diligence investigation. Human Rights are an important part of this due diligence.

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 2023 we plan to carry out the following actions:

- The Company is seeking to appoint an ESG lead, who will provide a focal point for matters such as modern slavery.
- This year, we are providing a presentation to management, procurement and projects on compliance related matters, including human rights.

- Review existing policies to identify opportunities to strengthen our public modern slavery policy commitment.
- We are in the process of improving our overall supplier due diligence, in particular to make our environmental and social monitoring even more comprehensive.

Signed



Roy van Loveren, General Manager
Van Oord Offshore Wind UK Ltd (MPI Offshore)

Date 01 January 2023