



## **Modern Slavery and Human Trafficking Statement**

This statement applies to Gardline Holdings Limited and its subsidiaries listed below (together referred to as "**Gardline**").

Gardline Holding Limited  
Gardline Shipping Limited  
Gardline Marine Sciences Limited  
Gardline Limited

### **Introduction**

This statement is published in accordance with section 54(1) of the Modern Slavery Act 2015. It outlines the steps that Gardline has taken to ensure that modern slavery and human trafficking are not taking place in its business and any of its supply chains.

*Gardline's mission is to be best in class provider of geophysical, geotechnical and environmental surveys and related marine services to the offshore wind, oil and gas industry. For a full list of our services, please see our website [www.gardline.com](http://www.gardline.com).*

### **Supply Chain**

*Gardline has a diverse supply chain. We have suppliers globally that we rely on for products and services including, but not limited to, crew, equipment and repair services for our ships, software and hardware for use on our ships and in our offices, materials for our companies working in construction and advice and guidance from external sources on a range of topics and projects.*

### **Policies**

As Gardline, we respect and support the dignity, well-being and human rights of our employees, the communities we work in and everybody involved in our operations.

We align ourselves with the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and applicable national and international labor laws, including the conventions of the International Labour Organization ("**Human Rights and Labor standards**").

Our Human Rights and Labor Policy is developed in line with these Human Rights and Labor standards.

### **Due Diligence and Risk Management**

At Gardline we are committed to conducting our business with integrity, honesty and fairness. We seek to identify adverse impacts related to human rights and labor caused by our business activities before they occur and take appropriate steps to avoid, minimize or mitigate them.

We do not tolerate any form of forced or involuntary labor and any form of (modern) slavery or human trafficking and are committed to prevent these practices in our operations and projects. We do not tolerate child labor and comply with the applicable national laws on the statutory minimum age for workers.

The main principles of the Human Rights and Labor Policy are also incorporated in the Supplier Code of Conduct. We expect all of our suppliers to comply with the Supplier Code of Conduct in letter and spirit, and subsequently select their suppliers in accordance with the provisions of our Supplier Code of Conduct.

Employees who know or suspect that someone who is involved in the business of Gardline is attempting to breach or has breached the Human Rights and Labor Policy are expected to speak up. The Speak Up Policy describes how Gardline offers its employees the possibility to report any (suspected) misconduct within Gardline to a confidential and independent counselor without retaliations.

**Training**

All new employees receive a copy of the Human Rights and Labor Policy when they start working for Gardline. In addition, targeted trainings are organized to explain how to apply the Human Rights and Labor Policy.

**Effectiveness**

Compliance with the Human Rights and Labor Policy is monitored by Group HR, the Sustainability Department and the Compliance Officer. The Board of Management and the Compliance Officer review the content of the Human Rights and Labor Policy every two years.

This statement is for the financial year ending 31 December 2025. This statement has been approved by Gardline's board of directors.



**Christiaan Vermeijden**  
**Chief Executive Officer**  
**Date: 10 February 2026**