

## UK MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

This statement applies is made in accordance with to section 54(1) of the UK Modern Slavery Act 2015 on behalf of the following reporting entities as part of Boskalis group (hereinafter referred to as “**Boskalis**”):

- Boskalis Subsea Limited;
- Boskalis Subsea Services Limited
- Boskalis Subsea North Star Limited
- Boskalis Westminster Limited;
- Boskalis Westminster Holdings Limited;
- Gardline Limited.

This statement provides and overview of Boskalis policies and due diligence and risk management process relating to the risks of modern slavery and human trafficking in any of its supply chains and in any part of its own business.

### BUSINESS

Boskalis is a leading global dredging and marine expert creating new horizons for all of its stakeholders. In addition to its traditional dredging activities, we offer a broad range of maritime services for the offshore energy and renewables sectors and provide emergency response and salvage-related services to the maritime industry.

### SUPPLY CHAIN

Boskalis engages various suppliers for specialized maritime equipment, construction materials, fuel, technology solutions, safety equipment, consulting, financial, legal, and compliance services.

### POLICIES

The Boskalis Code of Conduct describes the guiding principles for our business conduct based on our core values, and our commitment to our people, our clients, our investors, the environment and communities where we work. It describes our way of working and behavior and has been designed to help all of us to make the right decisions in our daily work to improve our performance, build up trust with our stakeholders and safeguard our solid reputation.

As Boskalis, 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. In this respect, 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 we comply with applicable international and national 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 the Human Rights and Labor standards.

The main principles of the Human Rights and Labor Policy are also incorporated in the Supplier Code of Conduct. The principles embodied in the Supplier Code of Conduct are a fundamental part of the way we do business, and we require our suppliers to promote the same principles in their relationships with their clients, suppliers and other business partners. The Supplier Code of Conduct forms an integral part of the agreement between the supplier and the relevant Boskalis group company.

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

External stakeholders who interact with the activities of Boskalis, whether those are related to a project, a subsidiary or an employee, may bring a grievance forward to Boskalis in line with our Grievance Policy. The Grievance Policy describes how Boskalis offers external stakeholders the possibility to report any grievance without the risk of retaliation.

### **DUE DILIGENCE AND RISK MANAGEMENT**

Boskalis is committed to the Human Rights and Labor standards. As Boskalis, we treat everybody in the course of our business with dignity, respect 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.

Boskalis implements a standard and transparent pre-qualification process that our strategic suppliers are required to complete prior to doing business with us. The pre-qualification process includes acceptance of our Supplier Code of Conduct. Based on objective risk criteria, suppliers may also be required to complete a detailed pre-qualification assessment in one or more of the following areas: health and safety, quality, environmental, corporate social responsibility, financial/insurance, or supply chain management.

### **EFFECTIVENESS**

Compliance with the Boskalis Code of Conduct and Human Rights and Labor Policy is monitored by, amongst others, the Compliance Officer and through audits performed by the internal auditor. The Board of Management and the Compliance Officer review the content of the Boskalis Code of Conduct and Human Rights and Labor Policy every two years.

Boskalis also commissions a third party to conduct annual implementation scans at a selection of our strategic suppliers to verify compliance with our Supplier Code of Conduct. These scans are conducted through either in-person visits or online meetings with a (digital) tour of the relevant facility. The scans comprise a sustainability questionnaire based on our Supplier Code of Conduct, as well as a separate audit and risk assessment. Where any causes for concern are identified by the scan, our suppliers receive a set of recommendations which support improvements in their sustainability approach.

### **TRAINING**

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

This statement is for the financial year ending 31 December 2025. This statement has been approved by the Board of Management of the reporting entities.

**Boskalis Subsea Limited**

Date:  
Name: Steve Marshall

**Boskalis Subsea Services Limited**

Date:  
Name: Stuart Cameron

**Boskalis Subsea North Star Limited**

Date:  
Name: Stuart Cameron

**Boskalis Westminster Limited**

Date:  
Name: Paul de Jong

**Boskalis Westminster Holdings Limited**

Date:  
Name: Paul de Jong

**Gardline Limited**

Date:  
Name: Christiaan Vermeijden