

## Statement on Modern Slavery 2025

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 (hereinafter “The Act”) and sets out the steps Heerema Marine Contractors (hereinafter “HMC”) and Heerema Fabrication Group (hereinafter “HFG”) have taken to prevent modern slavery and human trafficking in its businesses and supply chains.

The HMC entities in scope for this statement are Heerema Marine Contractors Nederland SE. and Heerema Marine Contractors UK Ltd. The entity in scope for this statement for Heerema Fabrication Group is Heerema Vlissingen B.V.

### About the HMC and HFG

HMC and HFG deliver solutions for the offshore energy sector. HMC provides innovative and sustainable solutions for the transportation, installation, and decommissioning of offshore infrastructure, while HFG specializes in the design and fabrication of complex structures for offshore energy developments.

Throughout this statement, HMC and HFG are collectively referred to as “Heerema.”

### Respecting and promoting human rights and working conditions

At Heerema, we endorse internal and external rules that safeguard a responsible way of working. As such, we are fully committed to preventing modern slavery and ensuring decent working conditions. It is important for us to pay close attention to the health, well-being, and rights of everyone our business touches.

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### Why is this important for us?

We acknowledge that Heerema, through our business activities, may be connected to adverse impacts related to modern slavery in our own workforce, the local communities we operate in, or through our suppliers and business partners. We therefore have an active role in preventing modern slavery and ensuring ethical working conditions, and a responsibility to each other, our customers, and society.

### Our commitment to prevention of modern slavery

We are committed to preventing modern slavery and ensuring ethical working conditions as set out in The Act and the International Labour Organization’s Declaration on Fundamental Principles and Rights at Work. We support, conduct our business, and perform risk-based due diligence to prevent modern slavery consistently with The Act and The United Nations Guiding Principles on Business and Human Rights, which constitute the basis for the human rights chapter of the OECD Guidelines for Multinational Enterprises. In addition, we are committed to ensuring compliance with the International Labour Organization’s Maritime Labour Convention for ensuring appropriate work and living conditions on all our vessels.

We are committed to preventing modern slavery and ensuring ethical working conditions within our own operations, our activities assigned to and carried out with business partners, and our relationships with stakeholders. Minimum legal compliance is not always enough to meet international standards. We recognize this and are committed to preventing modern slavery throughout our entire value chain in all countries we operate.

### Compliance and integrity, guidelines and procedures

To meet our commitments to respecting human rights and working conditions, Heerema has embedded human rights monitoring in a global group compliance program managed by our Ethics & Compliance Department. Our program is designed to prevent, detect, and respond to compliance

and integrity risks, including human rights risks and impacts arising from Heerema's activities and business relationships with suppliers and partners. Fundamental human rights principles are embedded in Heerema's Group Code of Conduct and Human Rights Policy, which form part of our suite of compliance policies and help us adhere to standards of loyalty, honesty, and integrity.

### Supply chain and business partners

Heerema clearly communicates its Group Code of Conduct to all its suppliers and business partners. This code outlines our fundamental principles regarding prevention of Modern Slavery (such as the prohibition of forced and child labour, non-discrimination), working conditions (such as a safe working environment, fair wages, respect for freedom of association), and ethical business conduct (such as anti-corruption). When selecting new partners, a thorough due diligence process is carried out to ensure they commit to our code and implement it within their own operations and supply chain. To verify compliance, audits may be executed as required by the risk profile of (potential) business partners.

### Complaint and whistleblowing systems

A key element of our approach is the active promotion of our complaint and whistleblowing systems. Heerema encourages all employees, suppliers, and stakeholders to promptly report any concerns or suspected breaches of human rights, including modern slavery, through our accessible and confidential reporting channels.

These systems are widely communicated and available in multiple languages, ensuring that everyone can safely raise concerns without fear of retaliation. Year on year we monitor the number of reports brought to our attention and their follow-up.

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By fostering a culture of openness and accountability, we reinforce our commitment to ethical business practices and the protection of human rights throughout our operations and supply chains.

### Board Approval

This statement has been approved by the Board of Directors of Heerema Marine Contractors Nederland SE., Heerema Marine Contractors UK Ltd. and Heerema Vlissingen B.V.

Signed:

Signed by:



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Jeroen van Oosten

Director Heerema Marine Contractors Nederland SE.  
and Heerema Marine Contractors UK Ltd.

Signed by:



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Richard Spronk

Director Heerema Vlissingen B.V.

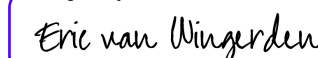
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Robert Sloos

Director Heerema Marine Contractors Nederland SE.  
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Director Heerema Vlissingen B.V.