

Statement on Modern Slavery 2026

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.

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.

Based on our assessments, the highest risk areas are typically associated with subcontracted labour, offshore working environments, and operations in jurisdictions with elevated labour rights risks.

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.

Relevant employees, particularly those in procurement, project management, and supervisory roles, receive periodic training and awareness on human rights risks, including modern slavery, to support effective implementation of our policies and procedures.

In 2025, Heerema further strengthened its human rights risk assessment approach by moving beyond a primarily compliance-based gap analysis toward a more risk-based methodology. This includes high-level risk mapping across our operations and value chain, combined with saliency-based prioritization using severity and likelihood criteria. Through this approach, key systemic and project-related risks, such as contractor labour practices, offshore working conditions, and potential community impacts, are more explicitly identified and prioritized. The outcomes of this enhanced assessment are embedded in our due diligence and procurement processes, enabling more targeted mitigation measures and ongoing monitoring of our most significant human rights risks. 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

Our supply chain includes offshore subcontractors, vessel service providers, equipment suppliers, and specialised service contractors. These partners operate across Europe, Asia, the Middle East, and the Americas, with varying levels of inherent human rights risk depending on the nature of services and local labour conditions.

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). These requirements are embedded in our contractual arrangements and onboarding processes, requiring suppliers and business partners to adhere to our standards and cascade them within their own supply chains.

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. Due diligence is not limited to onboarding. We apply ongoing monitoring of higher-risk suppliers through periodic reassessments, audits where appropriate, and continuous evaluation of available risk indicators.

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. 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

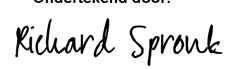
This statement has been approved by the Board of Directors of Heerema Marine Contractors UK Ltd. and Heerema Vlissingen B.V.

Signed:

Signed by:

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Marcel de Nooijer
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Richard Spronk
CEO Heerema Vlissingen B.V.