

# MODERN SLAVERY STATEMENT



## Our organisation

This statement is pursuant to Section 54 of the Modern Slavery Act 2015 and is approved by the board of directors of, “**Seajacks’ Group Companies**”. This statement outlines the actions and approach that we take in understanding the potential modern slavery risks related to our business and the steps that we take to ensure that there is no slavery or human trafficking in our business and supply chains.

Seajacks’ Group Companies consists of the following legal entities:

- Seajacks International Ltd.
- Seajacks UK Ltd.
- Seajacks UK Ltd. Taiwan Branch
- Seajacks US Inc.
- Atlantis Equityco Ltd.
- Atlantis Investorco Ltd.
- Seajack 1 Ltd, Seajacks 2 Ltd.
- Seajacks 3 Ltd.
- Seajacks 4 Ltd.
- Seajacks 5 Ltd.
- Seajacks Crewing Services Ltd.
- Seajacks Japan LLC.
- Seajacks 3 Japan LLC.

This statement relates to actions and activities during the financial year of 01 January 2022 to 31 December 2022.

As part of the renewable industry and the oil and gas industry the company recognises that it has a responsibility to take a robust approach to slavery and human trafficking. The company is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

## Our business operations

This statement covers the activities of Seajacks’ Group Companies. Seajacks’ Group Companies operate self-propelled jack-up vessels which provide safe and efficient offshore solutions all over the world. We operate in both the renewable and hydrocarbon industries.

With our head office in Great Yarmouth, Seajacks' Group Companies has been expanding steadily since 2006. Seajacks’ Group Companies owns and operates five of the world's most advanced and capable harsh environment self-propelled jack-up vessels, Seajacks Kraken, Seajacks Leviathan, Seajacks Hydra, Seajacks Zaratan and Seajacks Scylla.

With an extensive track record, Seajacks’ Group Companies' vessels have proven that they provide an effective solution to the installation and maintenance of offshore wind turbines, foundations and substations. Likewise, in the offshore oil and gas sector, the vessels have

brought a new dimension to maintenance, modification, construction and decommissioning of wells and platforms in the North Sea.

### **Countries of operation**

The organisation currently operates in several countries including the United Kingdom, Netherlands, Germany, Denmark, Northern Ireland, Norway, the United Arab Emirates Taiwan and Japan.

### **Our policies, systems and controls to combat modern slavery and human trafficking**

Seajacks' Group Companies operates the following policies that describe its approach to the identification of modern slavery risks and steps to be taken to prevent slavery and human trafficking in its operations: Anti-Slavery & Human Trafficking Policy, Supplier Code of Conduct and Employee Code of Conduct.

Seajacks' Group Companies undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. Our due diligence and reviews include:

- Evaluating and considering modern slavery and human trafficking risks of suppliers.
- Conducting supplier audits or assessments which have a greater degree of focus on slavery and human trafficking where certain risks are identified.
- Engaging regularly with personnel in our suppliers to ensure that their understanding of, and compliance with, our expectations.
- Invoking sanctions against suppliers that fail to improve their performance in line with an action plan or seriously violate our Supplier Code of Conduct, including the termination of the business relationship.
- Participating in collaborative initiatives focused on human rights in general.

To embed an ethical approach in our business, Seajacks' Group Companies also requires staff to conduct ethics and compliance training on an annual basis.

Approved by:

Blair Ainslie, CEO

Date:

01 January 2023

Signature:

