

UK MODERN SLAVERY TRANSPARENCY STATEMENT

The Modern Slavery Act 2015 introduces two main offences concerning holding a person in slavery, servitude or forced or compulsory labour and arranging or facilitating the travel of another person with a view to that person being exploited.

The Company carries out the management of demolition, construction and heavy lifting operations within the marine environment. To facilitate this, we use suppliers and contractors to manufacture, fabricate, supply and install component parts and structures. This will include;

- Sourcing and procuring specialist labour from local, national or international agencies and companies where required to facilitate the construction/ demolition of a project.
- Placing orders for the fabrication of component parts within fabrication shops which may be located in the EU, UK or worldwide.
- Placing orders for the supply of bespoke and standard components which may be located in the EU, UK or worldwide.
- Procuring/ contracting plant and equipment to facilitate the construction/ demolition/ heavy lift processes.

To ensure that we only engage with suppliers and contractors who do not knowingly allow this issue to occur, we will implement a due diligence process into modern slavery and human trafficking checks within our supplier approval process for the selection of companies, contractors and suppliers. This will include a specific request for their company procedure and where this does not exist the company/ supplier to sign up to our Policy and objectives.

The Company has identified that there may be a direct risk of modern slavery within the supply of labour from EU, UK and worldwide agency/ labour suppliers. To mitigate this risk, the Company will carry out a due diligence process to check the agency/ labour supplier has;

- Evidence of a Modern Slavery and Human Trafficking Policy.
- Evidence of implementation of this Policy.
- Where required by law evidence of a Gangmaster license through the Gangmasters and Labour Abuse Authority public register check service.

The Company has identified an indirect risk of modern slavery through the indirect supply of bespoke and standard components or fabrication supplier which in turn may purchase/ source labour and/or materials through a third party supply chain. To mitigate this risk the Company will carry out a due diligence process to check the materials or fabrication supplier has a Modern Slavery and Human Trafficking Policy.

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In line with Section 54, the Company has reviewed employment practices and procedures for the previous 12-month period and is satisfied that there are no Company practises which breach the Modern Slavery Act 2015. Company staff have been briefed on this Statement and further information is available to employees upon request. The management team are responsible for ensuring that this policy is understood at all levels of the Company and for implementing this policy statement and its objectives.

Signed for and on behalf of
Herbosch-Kiere NV



Benny De Sutter
Managing Director

Dated 20/04/2020