

Anti -Slavery and Human Trafficking Statement

1. Commitment to, and steps we are taking, to operate in an environment free from slavery and human trafficking

Boskalis Westminster is committed to working with ethical and human rights principles and to having a supply chain in compliance with these principles.

We are proud of the steps we are taking to combat slavery and human trafficking, to ensure that we operate free from enforced labour, human trafficking and slavery. Our commitment to reducing and eliminating the risk of modern slavery and human trafficking in the short and long term future will comprise the following steps:

- Training for senior managers and all employees
- Regular review of, and adherence to, this Statement
- Regular review of, and adherence to, our internal staff policy on Anti-Slavery and Human Trafficking
- Signed compliance statements from suppliers of Boskalis Westminster
- Agree and implement strategies to assess and mitigate risk and measure performance

We are a home market and inter country trade is limited – we predominantly trade within the UK.

Boskalis Westminster is committed to maintaining and improving systems and processes to avoid complicity in human rights violations related to our own operations, our supply chain and our products. Boskalis Westminster realise that slavery and human trafficking can occur in many forms, such as forced labour, domestic servitude, sex trafficking and workplace abuse. Our general business principles are based on international guidelines such as the United Nations Universal Declaration of Human Rights. Our commitment to these principles is detailed in our social responsibility framework <https://environmental.boskalis.com/about-us/sustainability/corporate-social-responsibility.html>

Our strategy is aimed at sustainable design and execution of our solutions around the globe.

Our policies are based on our management philosophy. In addition to disseminating information about our basic stance on procurement within and beyond Boskalis Westminster, we are continuously working to ensure compliance with legislation, regulations and social norms.

2. Organisational Structure and Business

Boskalis is one of the most experienced dredging and marine contracting Company in the UK. We have the capability to undertake any type of dredging and marine construction work including coastal, seabed protection, immersed tube tunnel construction, offshore services, rock and breakwater construction, environmental projects, marine drilling and blasting, port and waterway engineering and pipeline installation.

Boskalis Westminster minimises response times and mobilisation costs by providing UK based vessels and support equipment, with a versatile range of plant and equipment for optimum performance and cost efficiency in any job. We are committed to staff training and development in innovative business objectives and minimising risks of slave labour.

We are part of Boskalis Westminster N.V. which is a Netherlands-based company and our parent company. Boskalis Westminster N.V. provides services relating to the construction and maintenance of maritime infrastructure on an international basis. Boskalis Westminster N.V. has one of the world's largest dredging fleets and is based in Papendrecht in the Netherlands.

Our financial year end is December annually.

3. Whistleblowing

We have a clear Whistleblowing Policy and actively encourage the reporting and exposure of unethical behaviour. All matters raised via whistleblowing are diligently investigated and appropriate action is taken in accordance with our principles and policies.

4. Anti-Slavery and Human Trafficking Policy

We have a clear Anti-Slavery and Human Trafficking Policy ("Policy") and actively encourage the reporting and exposure of breaches of this Statement and the Policy. All matters raised via the Policy will be diligently investigated and appropriate action will be taken in accordance with our principles and policies.

5. Training

Training is completed on a regular basis for our staff and includes an introduction to modern slavery and ethical supply chains including global context and relevance for the UK and Europe. The training ensures that awareness is raised and that individuals are adhering to this policy. Training also covers the following areas:

- Understanding some of the critical factors that contribute to exploitative work conditions
- Legal requirements, particularly the UK Modern Slavery Act, and the business case for ethical supply chains
- How companies are and should be responding to the challenge of Modern Slavery
- Overview of the Implementation of the Modern Slavery Act
- What to publish in an annual Modern Slavery Statement
- Gap analysis of our policy and practice against requirements of the Act
- Guidance on suppliers and subcontractors
- Identifying training needs for other members of staff
- Implementation and monitoring

Senior management are responsible for implementing this policy and monitoring its use and effectiveness. This statement is made pursuant to section (54)1 of the Modern Slavery Act 2015 and constitutes the company's slavery and human trafficking statement.

This statement adheres to the period of 19th of November 2020 to 31st of December 2021.

Signed by

Date 19th of November 2020



Paul M. de Jong

MD signed on behalf of Boskalis Westminster and the Board of Directors
