Modern Slavery and Human Trafficking Statement

About this Statement
This statement sets out the steps taken by Burmeister & Wain Scandinavian Contractor A/S (BWSC) to identify, prevent and address risks of modern slavery and human trafficking in its own operations and supply chains.

BWSC supports the objectives of the UK Modern Slavery Act 2015 and is committed to conducting business responsibly and with respect for internationally recognised human rights and labour standards.

This statement is made pursuant to section 54 of the Modern Slavery Act 2015 and constitutes BWSC's slavery and human trafficking statement for the financial year ending 31 December 2025.

Modern slavery may include slavery, servitude, forced or compulsory labour and human trafficking. BWSC does not tolerate forced labour, child labour, human trafficking or other forms of modern slavery in its operations or supply chain.

Our Organisation, Business and Supply Chain
BWSC is an international energy company headquartered in Allerød, Denmark. BWSC develops and delivers services and solutions within the energy sector and supports power generation and energy infrastructure through activities including engineering, projects, operation and maintenance, services, upgrades and related specialist capabilities.

BWSC operates internationally through its head office, subsidiaries, projects and operational activities. Its workforce includes employees based at the head office and personnel working at offices, projects and operational sites in a number of countries.

BWSC's supply chain includes suppliers, subcontractors, consultants, service providers and other business associates providing equipment, components, labour, technical services, construction and maintenance services, logistics and other goods and services required for BWSC's activities.

The nature of BWSC's international activities means that human rights and labour risks may vary significantly depending on geography, sector, type of work, labour model and position in the supply chain. BWSC therefore applies a risk-based approach to third-party due diligence and supplier management.

Policies and Governance
BWSC's approach to responsible business conduct is based on applicable law and internationally recognised principles, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the fundamental principles and rights at work reflected in International Labour Organization standards.

BWSC's governance framework includes its Code of Conduct and supporting policies and procedures addressing business ethics, third-party risk management, compliance, whistleblowing and other relevant areas.

BWSC's Code of Conduct establishes expectations for employees concerning responsible and ethical conduct. BWSC also communicates requirements to relevant suppliers and other business associates through its contractual framework and applicable business associate or supplier requirements.

BWSC does not accept forced or compulsory labour, child labour, human trafficking or other forms of modern slavery. Suppliers and other business associates are expected to comply with applicable labour and human rights laws and relevant contractual requirements.

Responsibility for managing modern slavery risk is shared across relevant business functions. Procurement and business functions are responsible for managing supplier relationships, while Compliance provides the risk-based compliance framework, due diligence requirements, guidance, escalation and independent challenge as appropriate.

Risk Assessment

BWSC assesses modern slavery and broader human rights risks as part of its risk-based approach to responsible business conduct and third-party risk management.

The level of risk may be influenced by factors including:

- country and geographic risk;
- use of migrant, temporary, agency or other potentially vulnerable labour;
- labour-intensive activities and subcontracting;
- construction, site and maintenance activities;
- complex or less transparent supply chains;
- the nature and criticality of the supplier or service;
- known adverse information, allegations or compliance concerns; and
- the ability of BWSC to obtain reliable information or exercise contractual oversight.

BWSC uses these and other relevant factors to determine the appropriate level of due diligence, contractual controls, monitoring and escalation. Higher-risk relationships may require enhanced due diligence or additional approval before engagement or continuation.

BWSC recognises that modern slavery risks may occur beyond direct suppliers. Its ability to identify and influence risks deeper in the supply chain varies according to the nature of the relationship and the information reasonably available.

Due Diligence and Supplier Controls

BWSC conducts risk-based due diligence on relevant suppliers and other business associates. The purpose is to identify integrity, legal, sanctions, human rights, labour, health and safety and other relevant risks before and during a business relationship.

Depending on the risk, BWSC's measures may include:

- supplier or business associate questionnaires and screening;
- assessment of ownership, location, activities and adverse information;
- enhanced due diligence where risk indicators warrant further review;
- requirements to comply with applicable BWSC codes, contractual provisions and relevant law;
- risk-based approval and escalation before entering into or continuing higher-risk relationships;
- ongoing monitoring where appropriate; and
- follow-up, remediation, suspension or termination where material concerns cannot be adequately addressed.

Where potential adverse human rights or labour impacts are identified, BWSC will consider the nature and severity of the issue, its connection to BWSC's activities or business relationship, the available leverage and the appropriate preventive, mitigating or remedial action.

BWSC does not consider due diligence to be a guarantee that modern slavery cannot occur. It is an ongoing process intended to identify risk, focus controls where they are most needed and enable appropriate action when concerns arise.

Speak-Up and Reporting Concerns
BWSC encourages employees and external stakeholders to raise concerns about suspected misconduct, including concerns relating to human rights, labour conditions, forced labour, human trafficking or other forms of modern slavery.

Concerns may be raised through relevant management or Compliance channels or through the BWSC Speak-Up Line. The Speak-Up Line is available to employees and external stakeholders and allows confidential or anonymous reporting where permitted.

BWSC prohibits retaliation against persons who raise concerns in good faith. Reports are assessed and handled in accordance with BWSC's whistleblowing and investigation arrangements. Where a concern is substantiated, BWSC will determine appropriate corrective, contractual, disciplinary or remedial measures according to the circumstances.

Training and Awareness
BWSC provides compliance and Code of Conduct training and awareness to relevant employees. Human rights, responsible business conduct and expectations towards business associates form part of BWSC's broader compliance framework.

Training is applied on a risk-based basis. Employees with responsibilities involving procurement, supplier management, project execution, compliance or other higher-risk activities may receive additional guidance or targeted training relevant to their role.

BWSC will continue to develop short, practical and risk-based compliance training and awareness, including appropriate coverage of third-party and human rights risks.

Monitoring Effectiveness and Continuous Improvement
BWSC seeks to assess the effectiveness of its approach through its wider compliance, third-party risk management and speak-up framework rather than treating modern slavery as a stand-alone compliance process.

Relevant indicators may include:

- completion of required due diligence for relevant higher-risk third parties;
- number and nature of relationships subject to enhanced due diligence or escalation;
- acceptance of applicable supplier or business associate compliance requirements;
- relevant compliance and Code of Conduct training completion;
- human rights or labour-related concerns identified through due diligence, monitoring or the Speak-Up Line; and
- corrective or remedial actions taken in response to identified concerns.

BWSC will continue to review these indicators and the underlying processes to determine whether additional controls, training, supplier engagement or other improvements are required.

Priorities
BWSC's priorities are to continue strengthening a proportionate and risk-based approach to third-party management, with particular attention to higher-risk suppliers, subcontractors, geographies and activities.

This includes continued integration of human rights and labour considerations into third-party risk assessment, due diligence, contractual controls, monitoring and escalation, together with targeted training and awareness for relevant employees.

BWSC will also continue to review its approach against developments in applicable law, recognised international standards and relevant guidance.

Board Approval
This statement was approved by the Board of Directors of Burmeister & Wain Scandinavian Contractor A/S in March 2026.

Signed on behalf of BWSC by:



Jens Peter Koch
CEO
March 2026