



Human Rights Policy

As a key supplier in the offshore wind industry, Cadeler has the opportunity to positively impact people's lives by helping to facilitate the green transition. We are committed to respecting human rights and we seek to identify, prevent, and mitigate any adverse impacts resulting from or caused by our business activities.

Our approach is based on the principles set out in the International Bill of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work.

Scope

This Policy applies to all offshore and onshore employees and other individuals contracted to work for Cadeler. We also encourage all those we do business with to adhere to similar standards.

Worker rights

Cadeler is committed to respecting the human rights of our employees and those who perform work on behalf of Cadeler in accordance with all applicable laws and regulations. This includes:

- Prohibiting the use of all forms of modern slavery, including forced or indentured labour, and any form of human trafficking.
- Compliance with child labour laws across our operations in accordance with applicable legislation and ILO labour standards (Conventions No. 138 and 182).
- Recognising core labour rights included in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work.

Human rights risks and impacts

We strive to identify and assess any negative impacts on human rights within our sphere of influence. Our due diligence efforts are subject to ongoing review and development and include tools and resources to assess and monitor new business relationships. We commit to tracking relevant data and reporting transparently on our human rights performance.

Cadeler's Supply Chain Code of Conduct seeks to ensure we work with suppliers who share the same standards – setting out the minimum requirements under which they are expected to operate in areas such as labour rights, health and safety, bribery and corruption, and grievance mechanisms. These expectations may be reinforced through contractual requirements.

Remedy

Cadeler strives to prevent, mitigate or remedy adverse human rights impacts that our business operations may cause or contribute to.

We have publicly available, confidential reporting channels to raise serious concerns, including in relation to potential human rights violations. These channels are available to all Cadeler employees, any person who works on Cadeler's behalf and any person with a relationship to Cadeler, including our clients and suppliers.

Compliance and enforcement of policy

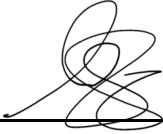
Cadeler aims to ensure compliance with relevant legislation and apply internationally recognised norms and standards relevant to our business activities.

Failure to comply with this Policy will be treated seriously and may result in disciplinary action in accordance with local labour and employment laws.

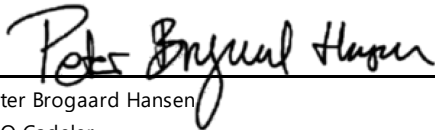
Where we identify breaches in our value chain, this may affect our decision to maintain business relations.

Contact

Legal Department



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