

Diversity, Equity & Inclusion Policy

Cadeler actively supports and embraces a diverse and inclusive organization which builds on a firm commitment to equal opportunities and the conviction that everybody should be recognized and respected for who they are. We recognise that all our employees are unique and valuable, and we respect everybody for their individual abilities and qualities.

Diversity, Equity, and Inclusion are preconditions for Cadeler's successful development in the global market, and we wish to ensure that we are a contributor to social sustainability in the environment in which we operate. We see Diversity, Equity & Inclusion as an integral part of our culture and identity, and we celebrate being a multi-national, multi-cultural and LGBTQ+ embracing organization.

Revision 03 - March 2026

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.

Definitions

Diversity is the multitude of voices and identities present, and in that sense, all the human differences, including but not limited to race/ethnicity/nationality, gender/gender identity, sexual orientation, age, political and religious beliefs, physical abilities, and socioeconomic, marital or pregnancy (including maternity or paternity) status. Diversity goes beyond the above-mentioned characteristics and embraces experiences, perspectives, skills, as well as backgrounds. It is the richness and uniqueness of each individual that contributes to a collective whole.

Equity recognizes that not all people start from the same place and is, therefore, a proactive approach to ensuring everyone has an equal opportunity to thrive.

Inclusion is the bridge that connects diversity and equity. It is the act of including someone as part of a group - creating a sense of belonging, where every individual feels valued, safe, respected, and heard.

Cadeler requirements

We are committed to championing diversity and to continue building an inclusive culture.

This means we expect all our employees to:

- Behave with courtesy and respect towards one another and everyone we encounter while conducting our business.
- Contribute to a positive, open-minded and inclusive working environment.

Compliance and enforcement of Policy

Cadeler will 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.

Governance

This Policy is approved by the Executive Leadership Team, and it is reviewed and updated periodically to ensure it remains in line with regulations, best practises and stakeholder and market expectations.

Associated Policies

- Cadeler Code of Conduct
- Discrimination, Harassment & Bullying Policy
- Human Rights Policy

Contact

[People & Culture team](#)