

Sustainable Development Policy

As a key supplier in the offshore wind industry, Cadeler facilitates the world's transition to a more sustainable planet built on renewable energy. We recognise that our methods are just as important as our end goal, and we commit to continuously improve our environmental, social and governance performance and work towards a sustainable future in everything we do.

Revision 03 - April 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.

Our Commitment

Cadeler is committed to working towards alignment with the UN Sustainable Development Goals and meeting the needs of the present without compromising the needs of the future.

Environmental Responsibility

Cadeler maintains an environmental management system in accordance with ISO 14001:2015 with a focus on continuous environmental improvements. This includes reducing the carbon intensity of our operations, improving the energy efficiency of our assets, minimising the use of resources, and working towards a circular economy.

Social Responsibility

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 promoting safe working conditions, upholding worker rights, recognising the right to collective bargaining, supporting equal opportunities, working against discrimination and harassment in all its forms, and fostering a positive working environment for all.

Responsible business conduct

Cadeler places the highest importance upon our reputation for honesty, transparency and high ethical standards. We commit to acting with integrity throughout our business operations and have a zero tolerance for all forms of bribery and corruption, whether given or received, directly or indirectly, anywhere in the world.

Our Approach

Cadeler endeavours to:

- Develop and improve sustainability standards which deliver a high level of performance in accordance with customer, investor and societal expectations.

- Promote a culture of continuous sustainability improvement, where we integrate sustainability at all levels of our organisation and decision-making.
- Collaborate across the industry and work with contractors and suppliers who share our commitment to honesty and integrity and who seek to integrate principles of sustainable development into all areas of their business.
- Maintain the necessary systems to track relevant data and report transparently on our non-financial performance.
- Provide training and awareness to all Cadeler employees.

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

- Supply Chain Code of Conduct
- Human Rights Policy
- Diversity, Equity & Inclusion Policy
- Discrimination, Harassment & Bullying Policy
- Anti-Bribery & Corruption Policy
- Gifts & Hospitality Policy

Contact

Sustainability and Performance Team