

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 and supporting all internationally recognized human rights throughout our value chain and wherever we operate.

We strive to avoid causing or contributing to adverse human rights impacts through our activities and we seek to identify, prevent, mitigate, and remedy any adverse impacts resulting from or caused by our business activities or which we have contributed to.

Cadeler is a signatory of the United Nations Global Compact and supports its 10 principles along with the 17 United Nations Sustainable Development Goals. This Policy and our approach is informed by internal expertise and based on the principles and recommendations 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.

Revision 03 - August 2026

Scope

This Policy applies to all offshore and onshore employees and third parties across our value chain globally such as suppliers, project partners, contractors, and clients as well as consultants and individuals contracted to work for Cadeler. We also encourage all other parties that 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 across our operations. We are committed to respecting core international human rights included in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. 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 and preventing child labour.
- Ensuring the freedom of association and recognising the right to collective bargaining.
- Eliminating discrimination and ensuring equal opportunities.
- Not retaliating against human rights environmental or indigenous defenders lawfully exercising their right to peacefully protest or assembly or exercising their freedom of expression.

Salient risks

Cadeler's understanding and acknowledgement of salient human rights risks are based on performed Human Rights Impact Assessment. By salient risks we mean the risks where human rights impact by Cadeler's activities and business relationships are high by looking at likelihood, severity and scope of impact, and the ability to remediate.

The most salient risks are identified for each rightsholder – offshore employees, onshore employees, supply chain workers and community members. The risks are divided into 5 areas:

- Health & Safety
- Working Conditions
- Freedom of Discrimination
- Child and Forced Labour
- Human Rights Defenders

We are committed to working with identifying and implementing mitigating measures to address the salient risks for all rightsholders and will communicate on our progress and effort.

Due diligence

Cadeler 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 risks, prevent negative impacts on people and monitor new business relationships. We commit to tracking relevant data and reporting transparently on our human rights performance.

A Human Rights Impact Assessment will also be repeated periodically.

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 human rights, health and safety, bribery and corruption, and grievance mechanisms. These expectations may be reinforced through contractual requirements.

Remediation and grievance

If there are cases where Cadeler has caused or contributed to an adverse impact on human rights we are committed to seeking to remedy or co-operate the remediation of the situation through legitimate processes.

Cadeler has publicly available confidential reporting channels, Speak Up! to raise serious concerns, including in relation to potential human rights violations. The Speak Up channels are accessible from our website and 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. All reports will be treated confidentially and in a sensitive manner and Cadeler prohibits retaliation of any kind against anyone who speaks up in good faith.

Compliance and enforcement of policy

Cadeler will ensure compliance with relevant legislation wherever we operate 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.

Governance

Cadeler has established a governance framework to ensure an effective approach to Human Rights due diligence and implementation of the Human Rights Strategy.

The Executive Leadership Team oversees the execution of the Human Rights Strategy, and the Sustainability & Performance team has the day-to-day responsibility for the implementation.

This Policy is approved by the Board of Directors and is available on www.cadeler.com. It is reviewed and updated periodically.

Associated Policies

- Supply Chain Code of Conduct
- Sustainable Development Policy
- Diversity, Equity & Inclusion Policy

Contact

[Ethics & Compliance](#)



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