



Speak Up!

Cadeler's Confidential Reporting Channels

Cadeler's confidential reporting channels are available to raise concerns about serious matters of unethical or improper conduct, including:

- Suspected violations of applicable laws and regulations or Cadeler policies and procedures
- Discrimination, bullying or harassment of any kind
- Environmental, health and safety or human rights concerns



SpeakUp@cadeler.com



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Cadeler A/S
Arne Jacobsens Allè 7, 7th Floor, DK-2300 Copenhagen S.
Addressed to: Ethics & Compliance Business Partner & marked
"Confidential"

These channels are available to all employees, any person who works on Cadeler's behalf and any person with a relationship to Cadeler, including our clients and suppliers.

All concerns raised are managed by Ethics & Compliance, kept confidential and may be made anonymously.

Cadeler prohibits retaliation of any kind against employees who speak up in good faith, even if it may result in a loss of business

For further information, please see Cadeler's Confidential Reporting (Speak Up) Procedure or contact ethicsandcompliance@cadeler.com.