



Modern Slavery and Human Trafficking Statement

Orskov Yard A/S

Financial Year: 1 October 2024 – 30 September 2025.

The statement has been approved by the top management, Jan-2026

Organisation, Business, and Supply Chains

The company activities comprise repair and conversions of ships as a one-stop solution which covers all areas within ship repair. This takes place with permanent staff and a permanent group of sub-suppliers and cooperative partners. Among other things, it is the Company's focus on safety, delivery on time, quality, flexibility and know-how as well as the permanent staff which together with the permanent cooperative partners, make the shipyard attractive to the customers.

Orskov Yard A/S maintains a close and structured collaboration with local suppliers and business partners in order to preserve local competence, know-how, growth, development, quick and qualified decision-making, and innovation. Our supply chains include materials and components (steel, valves, pumps, electrical equipment etc.), services (subcontractors for welding, machining, electrical work, cleaning, painting, logistics, waste handling etc.)

Policies in relation to slavery and human trafficking

Orskov Yard A/S is committed to actively preventing negative impacts on human rights and labour rights throughout the company and our value chain and bases our efforts on national and international guidelines. We support freedom of association and collective bargaining and have implemented measures to protect personal data from misuse, leaks, or destruction. We condemn all forms of slavery, forced labour, and child labour. We require our subcontractors and business partners to meet the same standards, and we will work to ensure transparency throughout the entire supply chain.

Due diligence Processes

The company is attentive to any existing and potential human rights or labour rights risks that may arise from its business activities, supply chain and other collaborations.

The company ensure that framework agreements with suppliers and partners include compliance with our Code of Conduct, which describes the minimum standards suppliers and partners are expected to adhere to in order to do business with Orskov Yard A/S.

The company have an open corporate culture, where everyone can report suspicions of behaviour that does not live up to good business practice via our whistleblower scheme.

Risk assessment and management

As a Danish based company with many local and long-term business partners and suppliers, the top management see most of our business as "low risk" in relation to the threat of slavery and human trafficking being committed but the company is attentive to any existing and potential human rights or labour rights risks that may arise from its business activities and other



collaborations. Risks may arise in temporary labour and subcontracted work during peak periods and global sourcing of raw materials. Actions include risk mapping and enhanced pre-qualification for labour providers and suppliers, worker engagement through toolbox talks, supplier compliance with our Code of Conduct, internal policy communicated to all employees and business partners, and a whistleblower scheme for reporting unethical behaviour.

Effectiveness and KPIs

To the best of management's knowledge, no behaviour contrary to the company's human rights policy has been identified during the current financial year. Neither have there been, to the best of management's knowledge, any slavery or human trafficking taken place in the company business or supply chain.

Training and capacity building

The company communicates its employee policies and guidelines through an employee handbook, which is distributed to staff. Induction trainings are performed to employees, and if deemed necessary, refresher trainings for employees are performed. Specialised trainings are performed to e.g. procurement and site supervisors, if deemed necessary, based on risk assessment. Supplier and business partner communications are through briefings and guidance materials like the company Code of Conduct.