

Modern Slavery Act statement 2021

Fugro NV and Fugro UK

Modern Slavery Act Statement 2021

Pursuant to Section 54(1) of the Modern Slavery Act 2015 this statement sets out the steps taken by Fugro during the year ending 31 December 2021 to ensure that slavery and human trafficking are not taking place in any part of our business or that of our supply chain.

Our Business

Fugro is the world's leading Geo-data specialist. We collect and analyse comprehensive information about the Earth and the structures built upon it. Through integrated data acquisition, analysis and advice, we unlock insights from Geo-data to help our clients design, build and operate their assets in a safe sustainable and efficient manner. Our team of dedicated experts operates from a global network of close to 250 offices in 60 countries, supporting our clients in the energy and infrastructure sectors.

Further details of our company can be found in our annual reports at <https://www.fugro.com/investors/results-and-publications/annual-reports>

Our Commitment

We are committed to acting ethically and with integrity in our business relationships. We seek to establish and adhere to clear ethical standards for ourselves and foster similar standards in third parties who work with us or on our behalf.

We have zero tolerance of slavery and human trafficking in all their different forms and are committed to implementing and enforcing effective systems and controls to ensure slavery and human trafficking are not taking place anywhere in our business or in our supply chain.

Our Policies

Respect for human rights is embedded in Fugro's values and in the Fugro Code of Conduct. Fugro's Policy on Human Rights explicitly forbids any form of slave, forced, bonded, indentured, or prison labour. Fugro's values, Code of Conduct and Policy on Human Rights apply equally to the actions of Fugro companies and to our conduct as individuals. Remuneration for employees and temporary workers is consistent with the provisions of applicable wage laws, collective bargaining agreements and ILO standards. Where relevant, international maritime standards are upheld (e.g. Maritime Labour Convention standards).

Our global Speak Up Procedure enables Fugro employees, temporary workers, contractors and other business partners, such as suppliers and customers, to raise concerns and report instances of potential

non-compliance in complete confidence. Anyone using the Speak Up Procedure is guaranteed protection against retaliation.

Information on our Code of Conduct, related policies and Speak Up Procedure is provided to employees globally and published on our company intranet.

Suppliers and Partners

Fugro seeks to work with suppliers and other business partners who contribute to sustainable development and are environmentally and socially responsible. Pre-qualification procedures, such as supplier questionnaires, are part of our supply chain compliance programme. Where applicable, these include questions on the supplier's controls regarding the human trafficking and slavery laws.

Fugro maintains a Supplier and Partner Code of Business Principles (Supplier and Partner Code). This obliges suppliers and partners to comply with our Code of Conduct and all applicable laws and regulations, including inter alia regarding slavery and human trafficking, to treat workers fairly, to provide a safe and healthy work environment, to ensure fair working hours, wages and income and to eliminate all forced, compulsory and child labour.

Fugro can audit compliance with the Supplier and Partner Code; failure to adhere to it may lead to immediate termination of the business relationship with the supplier or the introduction of compulsory improvement plans.

We work with our suppliers of materials at global and country level to include the Supplier and Partner Code in our contracts with them.

Our Vessel Suppliers

While a substantial proportion of crew working on Fugro vessels is employed directly by Fugro, we also work with crewing agents. We are aware that this entails higher risks to labour rights and in 2020 continued to implement control mechanisms to reduce these risks. In addition to reducing the number of agents, such control mechanisms include an increased focus on human slavery risks in the selection and contracting process, audits and checks with seafaring crew.

Training

A worldwide mandatory Code of Conduct training programme is in place to ensure awareness throughout Fugro of the need to act with integrity and do business responsibly.

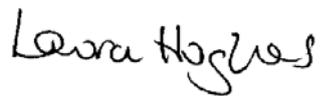
Statement of Applicability and Signatories

This Statement applies to all Fugro UK legal entities, their ultimate parent, Fugro N.V. and its group companies and covers the financial year ending 31 December 2021.

Declaration

Fugro GB Marine Limited, Fugro GB (North) Marine Limited and Fugro GeoServices Limited

I confirm the information and data in this document is accurate



Laura Hughes

Country Director UK & LSC Director UK

Date: 27 June 2022

Fugro NV

I confirm the information and data in this document is accurate



Mark Heine

CEO

Date: 28 June 2022