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Modern Slavery Policy Statement

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POL-MS	1.0	01.10.2026	MEG Offshore Ltd

POLICY STATEMENT

This statement sets out MEG Offshore Ltd's actions to understand all potential modern slavery risks related to its business and to put in place steps that are aimed at ensuring that there is no slavery or human trafficking in its own business and its supply chain.

Our organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

ABOUT MEG OFFSHORE LTD

MEG Offshore Ltd ("the Company") is a marine engineering services provider supporting clients across the offshore and renewable energy industry. Our work within the renewable energy sector contributes to a reduced environmental footprint, and we are committed to conducting our business ethically and responsibly in every location in which we operate.

SUPPLY CHAIN

We undertake due diligence when considering taking on new suppliers and regularly review our existing suppliers. Our due diligence approach includes:

- mapping the supply chain to assess product or geographical risks of modern slavery and human trafficking;
- evaluating the modern slavery and human trafficking risks of each new supplier; and
- conducting supplier audits or assessments through the organisation's own staff, which have a greater degree of focus on slavery and human trafficking where general risks are identified.

We have reviewed our key performance indicators (KPIs). As a result, we are:

- developing a system for supply chain verification, expected to be in place by the end of 2026, whereby we evaluate potential suppliers before they enter the supply chain; and
- reviewing our existing supply chains, expected to be completed by the end of 2026, whereby we evaluate all existing suppliers.

OUR PEOPLE

We have company policies in place that set out the standards and behaviours that we expect from our people and the way in which we want to do business, which support our stance on anti-slavery. These include, but are not limited to:

Recruitment – We have a robust onboarding process ensuring that all new starters complete a new starter checklist, right to work documentation is obtained and verified, bank accounts are verified and all colleagues are inducted. Each new starter understands the risk of modern slavery through our Code of Conduct. We use only specified, reputable employment agencies to source labour and always verify the practices of any new agency we are using before accepting workers from that agency.

Whistleblowing Policy (POL-WB) – We encourage all our workers, customers and other business partners to report any concerns related to the direct activities, or the supply chain, of our organisation. This includes any circumstances that may give rise to an enhanced risk of slavery or human trafficking. Our whistleblowing procedure is designed to make it easy for workers to make disclosures without fear of retaliation. Employees, customers or others who have concerns can contact compliance@megoffshore.com.

Code of Conduct – Our Code of Conduct makes clear to employees the actions and behaviour expected of them when representing our organisation. We strive to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing our supply chain.

TRAINING

We require our People Team to complete training on modern slavery, and line managers receive the appropriate training. Our modern slavery training covers:

- our business's purchasing practices, which influence supply chain conditions and which should therefore be designed to prevent purchases at unrealistically low prices, the use of labour engaged on unrealistically low wages or wages below a country's national minimum wage, or the provision of products by an unrealistic deadline;
- how to assess the risk of slavery and human trafficking in relation to various aspects of the business, including resources and support available;
- how to identify the signs of slavery and human trafficking;
- what initial steps should be taken if slavery or human trafficking is suspected;
- how to escalate potential slavery or human trafficking issues to the relevant parties within our organisation;
- what external help is available, for example through the Modern Slavery Helpline, the Gangmasters and Labour Abuse Authority and the "Stronger Together" initiative;
- what messages, business incentives or guidance can be given to suppliers and other business partners and contractors to implement anti-slavery policies; and

- what steps our organisation should take if suppliers or contractors do not implement anti-slavery policies in high-risk scenarios, including their removal from our supply chains.

AWARENESS

We provide regular general awareness to our employees via Teams and email covering:

- the basic principles of the Modern Slavery Act 2015;
- how employers can identify and prevent slavery and human trafficking;
- what employees can do to flag up potential slavery or human trafficking issues to the relevant parties within our organisation; and
- what external help is available, for example through the Modern Slavery Helpline.

COMPLIANCE

We monitor compliance with our company policies and legal obligations as part of our internal audit programme and training completion reports.

UPDATES, REVIEW AND OWNERSHIP OF THIS POLICY

This policy statement is owned by the Operations Director. It is subject to review and update from time to time and any updates shall be added to the Company Handbook and the MEG Offshore Ltd Intranet. If you have any questions or concerns about anything in this statement, please contact compliance@megoffshore.com.