

Modern Slavery Policy

Reach Subsea takes a clear stand against modern slavery, forced labor and human trafficking in all parts of our business and value chain. We are committed to acting responsibly and ethically, and we expect the same from our employees, suppliers and partners.

Our policy is based on recognized international standards, including:

- The United Nations Universal Declaration of Human Rights (UDHR, 1948)
- The United Nations Guiding Principles on Business and Human Rights (UNGP, 2011)
- ILO Conventions on Forced Labor (29 and 105)
- The Palermo Protocol against Trafficking in Persons (2000)
- The OECD Guidelines for Responsible Business
- National laws such as the Norwegian Transparency Act (2022), the Australian Commonwealth Modern Slavery Act (2018), UK Modern
- Slavery Act (2015) and the Singapore Prevention of Human Trafficking Act (2014).

We do not tolerate any form of forced labor or exploitation and work actively to identify and prevent such practices. We encourage our employees and partners to report concerns anonymously through our whistleblowing channel.

Together, we can ensure a fair and ethical workplace.

A blue ink signature of Jostein Alendal, consisting of a stylized first name and a more formal last name.

Jostein Alendal

CEO

Haugesund, 14.04.2025