

MODERN SLAVERY STATEMENT 2025

MOG-B-HRM-POL-013a

Rev 01



INTRODUCTION

Motive Offshore Group is committed to conducting business ethically, transparently, and in accordance with the highest standards of integrity. We fully support the aims of the UK Modern Slavery Act 2015 and take a zero-tolerance approach to all forms of modern slavery and human trafficking in our global business and global supply chains.

This statement, made pursuant to section 54(1) of the Modern Slavery Act, outlines the actions taken during the financial year ending 31 December 2024 to mitigate the risk of modern slavery in our global operations and global supply chain.

COMPANY OVERVIEW

Established in 2010, Motive Offshore Group specialises in the engineering, manufacture, rental, inspection, cable handling and operation of high-quality marine and lifting & pulling equipment for the energy sector. Headquartered in the UK, we operate across key regions including the United States, Norway, the Middle East, Asia Pacific, and Latin America.

Our business model involves close collaboration with supply chain partners worldwide, and we recognise the responsibility this brings to promote ethical conduct and respect for human rights at all levels.

OUR VALUES AND COMMITMENT

Our core values People, Planet, Product reflect our commitment to creating a responsible and sustainable business. We place people at the heart of what we do, and we are committed to ensuring that every individual connected to our operations is treated with fairness, dignity, and respect.

We are firmly opposed to slavery, forced labour, child labour, and human trafficking in any form. These principles are embedded in our policies, culture, and day-to-day practices.

GOVERNANCE AND POLICIES

To uphold our ethical commitments, Motive Offshore Group has implemented a range of internal controls and policies, including:

- **Modern Slavery Policy** – outlines our expectations of employees and suppliers in preventing modern slavery.
- **Supplier Code of Conduct** – requires all third parties we work with to adhere to ethical labour and human rights standards.
- **Whistleblowing Policy** – enables employees and stakeholders to report concerns confidentially and without fear of retaliation.
- **Recruitment Practices** – ensure all workers are legally entitled to work and that no recruitment fees or exploitative practices are involved.

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SUPPLY CHAIN MANAGEMENT

We aim to develop strong, long-term partnerships with suppliers who share our commitment to high ethical standards. We expect all approved vendors to maintain transparent and accountable supply chains, ensuring that their sourcing of goods, materials, and labour complies fully with the Modern Slavery Act 2015 and is free from any form of exploitation or unethical practice.

Our supply chain consists of a global network of service providers, manufacturers, and contractors. We maintain clear expectations of our suppliers through our onboarding processes and require declarations of compliance with modern slavery legislation.

We monitor compliance through:

- Supplier due diligence and risk assessments
- Contractual obligations to uphold ethical standards
- Periodic reviews and escalation procedures for non-compliance

Where serious violations are identified, we will act decisively, including terminating relationships where necessary.

TRAINING AND AWARENESS

We provide regular modern slavery awareness training to all employees, with a particular focus on procurement, operations, and leadership roles. Training is designed to help employees recognise signs of modern slavery and understand how to escalate concerns.

New employees are introduced to our ethical standards during onboarding, and our commitment to human rights is reinforced throughout the year.

LOOKING AHEAD

We are committed to continuous improvement and will continue to strengthen our approach in 2025 by:

- Enhancing supplier due diligence processes
- Expanding contractual protections
- Maintaining a culture of transparency and accountability
- Continuing to raise awareness through training

Dave Acton
Chief Executive Officer
June 2025