

MODERN SLAVERY STATEMENT 2026

MOG-B-HRM-POL-013a

Rev 02



INTRODUCTION

Motive Offshore Group is committed to conducting business ethically, transparently, and in accordance with the highest standards of integrity. We are committed to preventing modern slavery and human trafficking in all its forms and fully support the objectives of the UK Modern Slavery Act 2015.

This statement, made pursuant to section 54(1) of the UK Modern Slavery Act 2015, applies to Motive Offshore Group and its subsidiaries. It outlines the actions taken during the financial year ending 31 December 2025 to prevent modern slavery and human trafficking within our operations and supply chains and has been approved by the Board of Directors.

COMPANY OVERVIEW

Established in 2010, Motive Offshore Group specialises in the engineering, manufacture, rental, testing, inspection, certification, cable handling and operation of high-quality marine and lifting & pulling equipment for the global energy sector. Headquartered in the United Kingdom, the Group operates across Europe, the Middle East, Asia Pacific, North America and Latin America.

During 2025, Motive Offshore Group continued to expand its international operations through strategic acquisitions and business integration activities. This included the continued integration of Aquatic Engineering & Construction, the acquisition of Weld Integrity AS in Norway, and preparations for the acquisition of C-Kore Systems, further strengthening the Group's Testing, Inspection and Certification (TIC) capability and international presence.

As the Group continues to grow, we recognise that expanding into new markets, suppliers and business relationships requires robust governance and effective due diligence to identify and mitigate the risk of modern slavery and human trafficking throughout our operations and supply chains.

We work closely with suppliers, contractors, customers and business partners across multiple jurisdictions and recognise our responsibility to promote ethical business practices, protect human rights and reduce the risk of modern slavery throughout our value chain.

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

Motive Offshore Group maintains a framework of policies, procedures and controls designed to promote ethical business practices, protect human rights and reduce the risk of modern slavery and human trafficking within our operations and supply chains. This framework includes:

- **Corporate Social Responsibility and ESG Policy** – provides the overarching framework for conducting business ethically, sustainably and responsibly across all global operations. It reinforces the Group's

MODERN SLAVERY STATEMENT 2026

MOG-B-HRM-POL-013a

Rev 02



commitments to decent work, equality, ethical governance, responsible procurement and supply-chain accountability.

- **Modern Slavery Policy** – sets out the Group's zero-tolerance approach to slavery, forced labour, child labour, servitude and human trafficking, together with the responsibilities of employees and business partners to identify and report concerns.
- **Supplier Code of Conduct** – communicates the labour, human-rights and ethical standards expected of suppliers, contractors and other third parties, including compliance with applicable modern slavery legislation.
- **Responsible and Sustainable Procurement Process** – supports the consideration of ethical, social and environmental factors during supplier selection, onboarding, approval and ongoing review.
- **Anti-Corruption, Bribery and Ethics Policy** – establishes the standards of integrity expected throughout the Group and prohibits bribery, corruption, financial crime and other unethical business practices.
- **Global Whistleblowing Policy and Independent Reporting Service** – provides employees, contractors, suppliers and other stakeholders with confidential reporting channels, including an independent reporting service operated by Safecall. Concerns relating to suspected modern slavery, human trafficking or other unethical practices are investigated appropriately, and the Group prohibits retaliation against anyone raising a concern in good faith.
- **Recruitment, Right-to-Work and Employment Practices** – requires appropriate verification of identity and legal entitlement to work, the use of reputable recruitment channels, transparent employment terms and controls intended to prevent unlawful recruitment fees, document retention or other exploitative practices.
- **Equality, Diversity, Inclusion and Dignity at Work Policies** – support fair and respectful treatment and prohibit discrimination, harassment, victimisation and other forms of unacceptable conduct.
- **Grievance and employee-concern procedures** – provide formal routes through which workers may raise workplace concerns without fear of retaliation.
- **Health, Safety and Wellbeing arrangements** – support the protection of employees, contractors and third parties, including individuals who may be particularly vulnerable because of their working or living conditions.

Overall responsibility for the Group's approach to preventing modern slavery rests with the Board of Directors, supported by the Executive Team and Senior Management who oversee the implementation of the Group's policies, governance framework and continuous improvement activities.

MODERN SLAVERY RISK ASSESSMENT

As a global business, Motive Offshore Group recognises that the risk of modern slavery is greater within certain areas of its global supply chain than within its directly employed workforce. As the Group continues to expand through international operations and strategic acquisitions, we remain committed to identifying and managing these risks.

Areas of increased risk may include:

MODERN SLAVERY STATEMENT 2026

MOG-B-HRM-POL-013a

Rev 02



- international supply chains and manufacturing;
- subcontractors and service providers operating in higher-risk jurisdictions;
- temporary labour providers and agency workers; and
- logistics, freight and outsourced services.

The Group manages these risks through a risk-based approach that includes supplier due diligence, responsible procurement, contractual obligations, supplier performance monitoring, employee awareness training and confidential reporting through our Whistleblowing arrangements.

Although the Group did not identify any substantiated instances of modern slavery during the reporting period, we recognise that the risk remains and are committed to continually reviewing and strengthening our controls.

SUPPLY CHAIN MANAGEMENT

Motive Offshore Group is committed to working with suppliers, contractors and business partners who share our commitment to ethical business practices and respect for human rights. We recognise that responsible supply chain management plays a key role in preventing modern slavery and human trafficking.

We operate a responsible and sustainable procurement process that supports a risk-based approach to supplier selection, onboarding and ongoing supplier management. The level of due diligence undertaken is proportionate to the nature of the goods or services being procured and the level of perceived risk. This process helps ensure that ethical, environmental and human rights considerations are incorporated into procurement decisions and supplier due diligence activities.

Depending on the nature of the supplier and the services provided, this may include:

- verification of supplier identity and legal status;
- supplier onboarding questionnaires and due diligence;
- review of relevant certifications, licences and insurance;
- communication of our Supplier Code of Conduct and ethical expectations;
- contractual obligations requiring compliance with applicable employment, human rights and modern slavery legislation;
- ongoing supplier performance monitoring and review; and
- investigation and escalation of any concerns relating to unethical practices or labour standards.

Where concerns are identified, the Group will work with suppliers to address issues where appropriate. However, where serious or persistent breaches of our ethical expectations are identified, we reserve the right to suspend or terminate the commercial relationship.

TRAINING AND AWARENESS

We provide modern slavery awareness training as part of our wider compliance programme, with enhanced focus for employees working within procurement, operations, leadership and other roles involved in supplier engagement.

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

MODERN SLAVERY STATEMENT 2026

MOG-B-HRM-POL-013a

Rev 02



MEASURING EFFECTIVENESS

Motive Offshore Group monitors the effectiveness of its approach to preventing modern slavery through a range of governance, procurement and compliance activities. These include:

- supplier onboarding and due diligence processes;
- completion of mandatory compliance and awareness training;
- monitoring concerns raised through the Group's Whistleblowing arrangements, including Safecall;
- supplier performance reviews and ongoing relationship management;
- periodic review of policies and procurement processes; and
- investigation of concerns and implementation of corrective actions where appropriate.

As at 31 December 2025, the Group had not identified any substantiated instances of modern slavery or human trafficking within its directly controlled operations. Whilst this provides confidence that our current controls are operating effectively, we recognise that modern slavery remains an evolving global risk and are committed to continually strengthening our governance, due diligence and reporting arrangements.

LOOKING AHEAD

Priorities for 2026

- Continue embedding modern slavery considerations into procurement and supplier approval processes.
- Continue annual modern slavery awareness training.
- Monitor whistleblowing reports and lessons learned to identify emerging risks.
- Continue strengthening governance following Group acquisitions.
- Review the Modern Slavery Statement annually to ensure it reflects changes in legislation, business operations and best practice.

This Statement was approved by the Board of Directors of Motive Offshore Group and signed on its behalf by:

Dave Acton
Chief Executive Officer

Approved by the Board of Directors on 22nd July 2026