

# AQUALIS



## POLICY 012. MODERN SLAVERY ACT STATEMENT

### Introduction from Aqualis

Aqualis and all of its subsidiaries are committed to the highest standards of professionalism, conduct and quality of work, founded upon our guiding principles of business of integrity and honesty in everything we do. This commitment includes our opposition to modern slavery in all its forms, including child labour and human trafficking, and our commitment to upholding human rights standards and decent working conditions, both within our immediate business and within our supply chains.

### Our business structure and supply chains

Aqualis is a global energy & marine consultancy with currently 80+ offices worldwide. Our regional hub offices are located in London, Dubai, Singapore, Houston and Perth.

Aqualis is committed to opposing modern slavery in all forms throughout its worldwide business operations, with its subsidiaries in the UK primarily subject to the Modern Slavery Act 2015 and those in Australia primarily subject to the Modern Slavery Act 2018 (Cth).

Aqualis is also guided by the principles for human rights and decent working conditions, as set out in the Norwegian Transparency Act.

As a global marine and engineering consultancy, we are committed to ensuring that all suppliers with which we work behave in a way consistent with our foundational guiding principles of business and we expect the same level of commitment from our suppliers and business partners in their respective business operations.

### Risk assessment and our due diligence process

Aqualis provides world class consultancy services within the energy & marine industries and we are proud of our strong reputation in the market. Aqualis operates exclusively as a service provider – our assets are our people. The nature of our services and frequent use of independent specialist freelancers means that we consider ourselves to be at “low risk” of modern slavery, human trafficking and forced child labour, both within our organisation as well as within our supply chains, making generally no use of unskilled labour.

However, we do recognise that modern slavery can take many forms and we undertake a diligent risk assessment of high-risk contracts, placing particular emphasis on further due diligence and the provision of relevant training to Aqualis personnel when deemed necessary. We will continue to update and employ our current risk assessment process for supply contracts to ensure our entire supply chain remains free from modern slavery in all its forms, and remains steadfast in upholding human rights standards and decent working conditions.

### Conclusion

Aqualis and all of its subsidiary undertakings are firmly committed to the principles of the Act and opposition of all forms of modern slavery, both within the global Aqualis business as well as its various supply chains. The above statement, made on behalf of Aqualis pursuant to the requirements set forth in section 54(1) of the Act, constitutes Aqualis’s anti-slavery and anti human trafficking statement for the purposes of those obligations set forth under the Act.

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