

1 Purpose

This statement is the annual Modern Slavery statement in accordance with section 54 of the UK Modern Slavery Act 2015. This statement is for Semco Maritime Ltd for the financial year ending 31 December 2025.

2 Introduction

Semco Maritime Ltd is committed to preventing modern slavery and human trafficking in all aspects of our business and supply chains. We understand our responsibility to uphold ethical practices and respect human rights, and we are dedicated to creating a transparent and accountable environment for all stakeholders involved in our operations. We are members of Offshore Energies UK and a signatory of the Energy Services Agreement.

3 Organisational Structure

Semco Maritime Ltd is a wholly owned subsidiary of Semco Maritime A/S, a family owned global Engineering company headquartered in Esbjerg, Denmark. The principal activities of Semco Maritime Ltd are orientated towards the Oil and Gas and renewables market in the UK. Engineering services are provided for the full project lifecycle from FEED studies to EPCIC, along with the support of operations and maintenance of offshore assets and decommissioning activities. Globally we employ over 2000 staff, with more than 300 working in the UK.

4 Policies

We have zero tolerance for modern slavery and human trafficking and have both an employee code of conduct and a supplier code of conduct.

The supplier code of conduct is at: [Procurement - become a supplier](#)

Our sustainability report details the Corporate and social responsibilities and being a safe and responsible business. The report is at: [Ambitious sustainability strategy with three focus areas](#)

5 Risk Assessment

We conduct regular risk assessments to identify and address any potential risks of modern slavery within our supply chain. We work closely with our suppliers to promote understanding and compliance with our values and ethical standards.

6 Due Diligence

We perform due diligence on all our suppliers to assess their commitment to preventing modern slavery and human trafficking. This includes evaluating their policies, practices and transparency regarding labour rights and ethical conduct.

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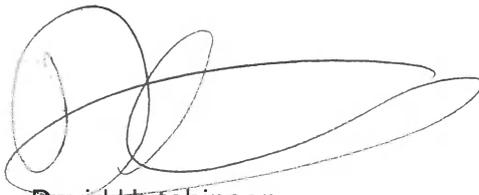
7 Training and Awareness

We provide training and awareness programs to our employees on modern slavery and human trafficking issues. We aim to raise awareness and empower our staff to identify and report any concerns related to modern slavery.

8 Measuring Effectiveness

We regularly review and measure the effectiveness of our efforts to combat modern slavery. We are committed to continuous improvement and will take necessary actions to address any gaps or issues identified.

This statement was approved by the Semco Maritime Ltd Board of Directors for the financial year ending 31 December 2025. Signed on behalf of the Board:



David Hutchinson
Managing Director and UK Country Head
18 March 2026