



Modern slavery statement for financial year 2016

This statement is made pursuant to s.54 of the Modern Slavery Act 2015 and sets out the steps that Heerema Fabrication Group (HFG) has taken and is continuing to take to ensure that modern slavery or human trafficking is not taking place within our business or supply chain.

Modern slavery encompasses slavery, servitude, human trafficking and forced labour. HFG has a zero tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business and our supply chain.

Our business

Heerema Fabrication Group (HFG) specializes in the engineering and fabrication of large and complex structures for the offshore oil & gas and energy-related industries. HFG offers a comprehensive range of services, including initial conception, front-end engineering, detailed fabrication design, procurement, construction and commissioning.

Our high risk areas

With three large fabrication facilities situated around the North Sea, a workshop facility in Poland and a multi-disciplined engineering company in the Netherlands, HFG has facilities to design and build large constructions in controlled conditions.

Our policies

We operate a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. HFG Code of Conduct. This code explains the manner in which we behave as an organisation and how we expect our employees and suppliers to act.
2. Whistleblowing policy. We operate a whistleblowing policy so that all employees know that they can raise concerns about how colleagues are being treated, or practices within our business or supply chain, without fear of reprisals.
3. Internal investigations policy. This policy sets out the way the organisation deals with the follow up on any reported breaches of our Code of Conduct.

Our suppliers

HFG operates a supplier policy and maintains a preferred supplier list. We conduct due diligence on all suppliers before allowing them to become a preferred supplier.

Our Code of Conduct forms part of our contract with suppliers and they are required to confirm that no part of their business operations contradicts.

Training

We regularly conduct training for our procurement teams so that they understand the signs of modern slavery and what to do if they suspect that it is taking place within our supply chain.

Performance indicators

We will know the effectiveness of the steps that we are taking to ensure that slavery and/or human trafficking is not taking place within our business or supply chain if;

- Our monitoring activities do not lead to any non-conformances,
- no reports are received from employees, the public, or law enforcement agencies to indicate that modern slavery practices have been identified.



Koos-Jan van Brouwershaven
CEO



Peter Huisman
CFO