



# OCEAN ECOLOGY

A DNV COMPANY

## Modern Slavery Policy

**REF: OEL\_HSED\_015 Modern Slavery  
Policy V04**



| Version | Date       | Description   | Author(s) | Reviewed By |
|---------|------------|---------------|-----------|-------------|
| 01      | 2021       | Issued        | GR        | RG          |
| 02      | 01/03/2022 | Issued        | GR        | RG          |
| 02      | 12/01/2024 | Annual review | -         | CH          |
| 03      | 28/06/2024 | Issued        | GR        | RB          |
| 04      | 31/10/2025 | Annual Review | -         | GR          |

### Updates

| Section | Description                               | Page |
|---------|---|------|
| Back    | Branding Update                           | Back |
| All     | Addition of all wholly owned subsidiaries | All  |
|         |   |      |
|         |   |      |
|         |   |      |

This document outlines the Modern Slavery Policy for Ocean Ecology Ltd and all wholly owned subsidiaries.

# Modern Slavery Policy

Ocean Ecology Ltd are committed to ensure they do not take part directly or indirectly in any instance of modern slavery, including in the choices they make with regards to purchasing of goods. We have zero tolerance to slavery and human trafficking and ensure all those in our supply chain and contractors comply with our values.

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labour and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we provide internal training to our staff to make sure they are able to identify signs of modern slavery or human trafficking during operations. We also encourage our business partners to provide training to their staff and suppliers and providers.

The use of convict/prison labour; indentured, forced, bonded and underage labour is prohibited within OEL and this extends to subcontractors or third parties which may use from time to time.



Gary Robinson  
Managing Director  
31<sup>st</sup> October 2025



**OCEAN  
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