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Explanation Mammoet commitment to respecting internationally recognized human rights as set out in the United Nations Universal Declaration on Human Rights	Owner Director HR - Rosalien Uges						
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Worker Welfare Statement

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1 WORKER WELFARE POLICY STATEMENT

At Mammoet we recognize the significance of prioritizing and safeguarding the well-being of every worker involved in our operations. Our commitment to these principles is ingrained in our shared values as described in our Code of Conduct, as well as related internal processes. We strive to create a safe, inclusive, and respectful workplace for all.

We are committed to respecting internationally recognized human rights as set out in the United Nations Universal Declaration on Human Rights.

- **Respect In All Relationships**

We all believe that respect is key to successful and safe (work) relationships. Therefore, we are making efforts to create an environment where all our workers are treated with dignity, respect, and fairness. This includes avoiding all forms of discrimination.

- **Slavery, Human Trafficking, and Child Labor**

At Mammoet, we uphold a zero-tolerance policy for any form of forced labor, child labor, human trafficking, and slavery. We are committed to acting ethically and with integrity in all our business dealings and relationships. We are implementing and enforcing effective systems and controls to ensure that any form of slavery, human trafficking and child labor is not taking place anywhere in our own business or in any of our supply chains. Moreover, we strictly adhere to national and international laws and regulations regarding the minimum age of employment.

- **Employment and Recruitment Practices**

At Mammoet, we uphold fair and equal employment and recruitment practices, which among others, include the following:

- Our hiring processes are based on merit, and we actively oppose any form of discrimination based on age, gender, race, religion, sexual orientation or disability.
- At a minimum, we ensure wages and benefits provided meet legal minimums and/or industry standards, and/or applicable collective agreements. Our workers receive fair and timely compensation for their labor, regardless of the location where we operate.
- We collaborate with reputable recruitment agencies that adhere to ethical principles.
- We verify the legal authorization of workers and respect their right to retain personal identification documents, safeguarding them from coercion or debt bondage.
- We always comply with legal minimum age requirements and proper authorization to work (local visa and travel requirements) for migrant workers.
- Our workers' freedom to change employment is respected.
- Workers have access to their personal and travel documentation at all times.
- The mobility of our personnel is unrestricted, unless there are legitimate safety or security issues that might threaten the health, safety, or well-being of a worker.
- Workers have the right to freedom of association.
- Employment shall always be offered within the terms established by the applicable laws.

- Mammoet does not charge candidates any fees or costs associated with employment. Additionally, recruiting or placement agencies that do business on behalf of Mammoet may not charge candidates fees or costs of any kind.

- **Health and Safety**

The health and safety of our workers is paramount to us. We acknowledge our duty of care as an employer and prioritize providing a safe and healthy working environment for all our workers. If our workers are required to travel to a worksite, we make sure that suitable accommodations and living conditions are provided to all our workers and that such accommodations comply with local regulations.

We conduct regular risk assessments, implement necessary control measures, and provide appropriate training and personal protective equipment to mitigate health and safety risks for our workers. We encourage worker engagement and organize workers' participation in maintaining a safe workplace. We have a dedicated SHEQ (safety, health, environment, and quality) department aimed at executing robust health and safety programs at Mammoet to ensure our company objectives are delivered.

- **Risk Management and Training**

We have implemented robust management systems to effectively monitor and enforce worker welfare practices. These systems enable us to identify and address potential risks related to worker welfare and relevant violations promptly. Our management teams receive regular training to ensure the proper implementation of worker welfare policies and continuous improvement of our processes.

- **Diversity and Inclusion**

At Mammoet we understand diversity as the existence and presence of different types of people based on their characteristics. These characteristics can be visible or invisible, but together they make us who we are and are what make us unique. Inclusion ensures that everyone feels valued and respected in their work. We strive to diversify our leadership teams by increasing female leadership and leaders of different nationalities. We also engage with our employees on different D&I topics and training materials.

- **Impact on communities**

At Mammoet we want to make a positive contribution to the communities we work in, for the benefit of wider society. Globally there are various initiatives deployed supporting charities, volunteering, and sponsorship activities. To ensure compliance with local laws and regulations and to be as clear and transparent as possible about how Mammoet undertakes these activities, we have set Corporate Social Responsibility (CSR) guidelines.

- **Complaint Mechanisms and Reporting Channel**

We foster open communication channels that enable workers to voice their concerns, provide feedback, and contribute to continuous improvement. We established complaint mechanisms and ensured that all workers have access to a confidential reporting channel to raise any issues or complaints.



We are dedicated to adhering to the Worker Welfare Principles and continuously improving our worker welfare practices. By doing so, we aim to create a positive impact on the lives of workers and contribute to a fair and sustainable future.

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