



Human rights statement 2023

Our commitment

Respecting human rights and protecting the interests of both Royal IHC employees as well as society is a given for Royal IHC. We choose to conduct business honestly and with integrity and we are committed to ensuring no form of modern slavery or human trafficking exists within our business or supply chain.

We expect the same commitment from everyone we do business with and will not knowingly engage any person or organisation who uses, or knowingly tolerates, modern slavery or human trafficking in their business or supply chain.

At Royal IHC we support and respect the rights of individuals and adhere to the employment laws in the countries where we operate. We adhere to internationally recognised human rights as outlined in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organisation.

Our business

Royal IHC is a diverse business, with operations and employees around the world. We recruit, develop, and promote our people based upon their competences, talent, and commitment. Our business is very technically oriented, and so we rely on the expertise and skills of our people, many of whom are highly qualified engineers and technicians. Everyone is treated fairly and equally regardless of race, colour, religion, national origin, gender, sexual orientation, age, disability, or background. In addition, we are dedicated to reducing the environmental impact of our own production activities, our carbon footprint, and improving the sustainability of our products and services.

We are a leading designer, builder and supplier of integrated vessels, equipment, and services, enabling our customers to execute complex projects from sea level to ocean floor in the most challenging of maritime environments. And we are known to be a reliable supplier of innovative and efficient equipment, vessels, and services for the dredging, offshore, mining and defence markets.

The company is organised into four divisions, namely:

- IHC Dredging
- IHC Offshore Energy
- IHC Mining
- IHC Defence

IHC Dredging

IHC Dredging is the market leader for the design, build and delivery of reliable, integrated vessels, equipment, and services in the dredging sector. Our broad spectrum of dredging vessels is utilised for the completion of all types of dredging projects, such as:

- port and harbour construction and maintenance
- land reclamation
- coastal protection
- offshore trenching
- environmental dredging
- lakes and reservoirs construction and maintenance
- aggregate dredging.

IHC Offshore Energy

IHC Offshore Energy is a leading supplier of reliable and advanced vessels, equipment, and services for numerous offshore industries, with a proven track record in delivering a wide range of offshore systems, including pipe and cable lay equipment, subsea vehicles, FPSO equipment and a wide range of integrated vessels.

IHC Mining

For every phase in the mining life cycle for raw materials, IHC Mining provides reliable, integrated solutions, fully tailored to specific demand for mineral resources. By means of the state-of-the-art equipment that we design and build - and the services we deliver - our customers can improve operational efficiency, lower the cost per tonne and make their activities more sustainable.

We have a proven track record in solutions for mineral sands, tailings rehabilitation, battery minerals, gold, diamonds, tin, and other commodities.

IHC Defence

IHC Defence is a reliable partner to its customers globally, for the design, build and maintenance of navy vessels, equipment, and accessories. We offer solutions and support for the full life cycle, encompassing research and development, design and engineering, production, equipment, and services (ISS/ILS).

Our supply chains

We are committed to preventing modern slavery and human trafficking throughout all our operations, and to working with our supply chain to achieve this. Essentially, we are promoting responsible business practices with our suppliers in order to build a global high-performance and sustainable supply chain.

Our ethical standards apply across the entire organisation, and it is our goal to work with suppliers who embrace the same standards and comply with the same principles as our own. Working in accordance with these standards and in compliance with the legislative requirements of the countries in which we operate are a priority for us, in particular with respect to employment practices, labour rights, diversion and inclusion and equal opportunities.

As part of our contracting processes, we work with a supplier Code of Conduct, which includes specific prohibitions against the use of modern slavery and human trafficking, and the requirement for our suppliers to in turn hold their own suppliers to the same standards.

Pursuant to our supplier Code of Conduct, Royal IHC furthermore makes it incumbent upon its suppliers to prevent modern slavery and human trafficking, and Royal IHC reserves the right to terminate its commercial relationship with any supplier who is found to have been involved in modern slavery or human trafficking or is unable or unwilling to provide relevant information upon request.

Policies and procedures relevant to modern slavery and human trafficking

We are working on the development of specific policy in this area, and we have several policies and procedures in place which address modern slavery and human trafficking compliance requirements and standards. Details of these policies are outlined here.

Health & Safety: We are committed to ensuring a safe working environment. With this in mind, we have established global Safety, Health and Environment (SHE) requirements which are the core of our i-Care health and safety management programme, which includes without limitation risk assessments, health & safety trainings, operational controls, and emergency response procedures.

Governance: In the context of demonstrating our commitment to upholding human rights principles, we have recently established a Human Rights Committee, which oversees human rights compliance within Royal IHC. This cross-functional Committee meets on a monthly basis

and its members have the responsibility to be ambassadors for and to drive the implementation of our approach to human rights.

Code of Conduct: Our Code of Conduct provides clarity to our employees around the actions and behaviours expected of them when representing the organisation. This includes a robust approach to anti-bribery and corruption, which we have recently reinforced through the roll-out of new policy, accompanied by an e-learning as well as classroom training. The organisation strives to maintain the highest standards of employee conduct and acting with integrity when operating abroad and managing its supply chain. Our Code of Conduct is available from our website and has been developed for all our stakeholders, including employees, contractors, and suppliers, to ensure they are familiar with our key principles, values, and policies, including those pertaining to the prevention of modern slavery and human trafficking.

Supplier Code of Conduct: Our renewed Supplier Code of Conduct outlines what we require from our suppliers, their sub-tier suppliers, and contractors in relation to business integrity and compliance. This includes the requirement of voluntary employment without any form of modern slavery or human trafficking, as well as the requirement to uphold minimum commitments as described in the eight fundamental Core Conventions of the ILO: freedom of association and collective bargaining; elimination of all forced, compulsory and child labour; a safe working environment free of discrimination and harassment; equal remuneration; recognising the unique legal, social, and cultural situations that migrant workers face and ensuring that such workers are treated with dignity and respect, and in accordance with the same standards that apply to other workers; and the commitment for our suppliers to undertake reasonable steps to ensure that their own supply chain is free from modern slavery and human trafficking.

SpeakUp: Our employees and other stakeholders have the possibility to report, via various channels, any concerns of human rights violations related to our activities or the activities of our supply chains. Our SpeakUp line can be used to report (alleged) violations of our Code of Conduct, including modern slavery and human trafficking in any entity of Royal IHC and in any jurisdiction in which we operate. It is designed to make it easy for workers to make confidential disclosures, without fear of retaliation and concerns can be raised in local language by filling out an online form or dialling the SpeakUp line number.

Due diligence and supply chain risk assessment: We consider the likelihood of modern slavery and human trafficking in Royal IHC controlled operations to be small due to the highly

educated and skilled workforce requirements of our business. Supply chain risks identified include the sourcing of raw materials for castings, the assembly of electronic and components in lower cost geographies, the sourcing of materials used in those electronics and components, and the use of subcontractors in areas such as cleaning and construction in countries that are known to experience incidences of modern slavery in these areas.

To identify and address related risks, we may perform due diligence on our key suppliers and conduct on-site visits for review of their specific operations, allowing further analysis of the specific practices and procedures they have in place and requesting improvement where required. Risks identified during these visits may lead to further investigations and potentially a full audit. No incidents have occurred in recent years that have led us to perform such investigations or audits.

Next steps

As part of our commitment to improving our procedures to identify and prevent modern slavery and human trafficking, Royal IHC will be taking the following modern slavery and human trafficking measures in the next financial year:

1. A full review of our Code of Conduct and associated materials.
2. Further embedding of our newly established Human Rights Committee.
3. Review and update of our supply chain management initiatives, including risk assessment and risk-based due diligence.
4. Continued roll out, throughout Royal IHC, of a revised global and risk-based training and awareness program that specifically includes awareness on human rights.

Approval

This statement has been examined and approved by the Board of Directors of Royal IHC on 17 July 2023.

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Chief Executive Officer

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Royal 

Creating the maritime future