



STATEMENT ON MODERN SLAVERY AND HUMAN TRAFFICKING

This statement describes the steps DNV has taken to address modern slavery in our operations and supply chain.



1 EXECUTIVE SUMMARY

This report constitutes DNV's Modern Slavery Statement (hereafter referred to as the Statement) under the UK Modern Slavery Act 2015 for the reporting period 1 January 2025 – 31 December 2025.

2 REPORTING ENTITIES

This Statement applies to DNV Group AS and to all subsidiaries globally, including but not limited to UK subsidiaries which are:

- DNV Services UK Limited
- DNV Business Assurance Services UK Ltd.
- DNV UK Limited
- DNV Business Assurance UK Ltd.
- Noble Denton Consultants Limited
- GL Industrial Services UK Limited
- DNV Inspection UK Ltd
- DNV Imatis UK Ltd
- Ocean Ecology Ltd
- Shoreline Surveys Ltd

3 ABOUT DNV GROUP

3.1 Our Business

DNV is an independent assurance and risk management provider, operating in more than 100 countries, with the purpose of safeguarding life, property, and the environment. Whether assessing a new ship design, qualifying technology for a floating wind farm, analysing sensor data from a gas pipeline or certifying a food company's supply chain, DNV enables its customers and their stakeholders to manage technological and regulatory complexity with confidence. As a trusted voice for many of the world's most successful organizations, we use our broad experience and deep expertise to advance safety and sustainable performance, set industry standards, and inspire and invent solutions.

Operationally, DNV is structured into five business areas; Maritime, Energy Systems, Business Assurance, Life Sciences, and the Accelerator, plus a Global Shared Services organization and a Group Centre that includes our Research and Development unit.¹

DNV Group AS is fully owned by Det Norske Veritas Holding AS ('DNV Holding'). DNV Holding is a private limited company registered in Norway and is fully owned by Stiftelsen Det Norske Veritas. Stiftelsen Det Norske Veritas is a foundation without shareholders incorporated in Norway. As such, DNV Group AS has no 'beneficial owner'/'ultimate beneficial owner'. DNV Group AS has two immediate subsidiaries, namely DNV AS and DNV Business Assurance Group AS, and has overall management oversight of the DNV Group. Please refer to the Corporate Governance report for a general description of the corporate structure, available on DNV's web page (www.dnv.com).

¹ DNV's business areas were reorganized as of 1st January 2026. Digital Solutions was merged with Energy Systems and Supply Chain and Product Assurance became Life Sciences.



3.2 Our Supply Chains

DNV's upstream value chain includes suppliers that provide goods and services for the running of our operations and the delivery of services to our customers. We use subcontractors, who are not employees and form part of our supply chain.

DNV engages a wide range of suppliers and subcontractors to support its business activities and service delivery. These suppliers provide professional services, technical expertise, and other goods and services that enable DNV to operate and meet its commitments to customers. For procurement and supplier management purposes, DNV has defined a number of procurement categories, including Real Estate Management, Operations, Services, IT Hardware and Telecom, and Strategic IT. The responsibility for procurement strategies, processes, tools and global procurement projects is organized centrally in our Global Shared Services unit.

4 POLICIES ON MODERN SLAVERY AND HUMAN TRAFFICKING

DNV is committed to respecting and upholding international human rights principles as laid out in the UN Guiding Principles on Business and Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. As a signatory to the UN Global Compact since 2003, DNV sees the integration of the ten principles on human rights, labour standards, environment and anti-corruption as critical for capturing long-term value. We are committed to ensuring that these principles are reflected in our business strategy, day-to-day operations, organisational culture, sphere of influence and relationships with suppliers. DNV also reports according to the European Sustainability Reporting Standards (ESRS), and a third party conducts a limited assurance of our annual report. The annual report is available on www.dnv.com.

As part of this commitment, we seek to ensure that there is no modern slavery or human trafficking taking place in any part of our business or our supply chains.

4.1 Our Business

The main principles and rules governing our actions within our business are set out in the DNV Code of Conduct ("Code"). The Code applies to all categories of employees, including but not limited to; temporary employees, contractors acting on our behalf and anyone holding a position of trust in the DNV Group. The principles in the Code also apply to our intermediaries and partners who in addition sign our Supplier Code of Conduct. We also have a [Statement on human rights](#) and under the Norwegian Transparency Act we have published [DNV's Human Rights Due Diligence Report / Redegjørelse for aktsomhetsvurderinger etter Åpenhetsloven](#).

The Code is communicated globally to all employees on commencing their employment and employees are reminded to adhere to these principles in their daily business operations through training and awareness campaigns. Breaches of the Code may result in disciplinary procedures, including but not limited to termination of employment or contract, as well as potential legal proceedings. The Code is publicly available on www.dnv.com.

4.2 Our Supply Chains

Our commitment to corporate sustainability extends to our relationships with suppliers across our upstream value chain. Our Supplier Code of Conduct outlines our expectations to suppliers and is aligned with the UN Global Compact's ten principles on human rights, labour standards, environment and anti-corruption, including the principles set out in the UN Guiding Principles on Business and Human Rights, the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work and



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the OECD Guidelines for Multinational Enterprises. It promotes ethical, responsible and sustainable conduct in DNV's supply chain and details DNV's requirements around freely chosen labour, no use of child labour, protection of young workers, fair wages, decent working hours, non-discrimination and humane treatment. A Guideline document on the interpretation of the Supplier Code of Conduct clarifying the content is available.

Further instructions that inter alia support sustainability principles are given in management-system documents such as the instructions for procurement, instructions for contracting subcontractors and intermediaries, and real-estate management policy. The DNV Supplier Code of Conduct is available on www.dnv.com.

5 RISK ASSESSMENT

As a business providing professional, technical services delivered by highly skilled experts, we consider the risks of modern slavery and human trafficking to be low in our business. We also consider the risk to be low for our suppliers that mainly provide highly skilled services as part of our deliveries to our customers. We recognise that higher risks of modern slavery and human trafficking may exist in parts of our supply chain where services are labour-intensive, lower-skilled, and/or where transparency on working conditions may be limited. New suppliers shall be screened for inherent sustainability risks.

Where needed, suppliers are requested to conduct self-assessments. In respect of existing suppliers, we undertake a risk assessment and where the supplier is deemed high risk, we request that they sign a declaration on the terms outlined above.

5.1 SUPPLIER DUE DILIGENCE

For new suppliers, we conduct initial screening to identify human rights and labour rights risks related to the supplier in question. Employees assess whether suppliers operate in line with the DNV Supplier Code of Conduct and can require a supplier self-assessment as a further measure where potential risks are identified.

The due diligence we carry out, when selecting suppliers, considers the individual risks each supplier poses to our business and implements additional measures for those suppliers presenting higher risks.

We also ask our largest suppliers to adopt or establish a management system which includes a risk assessment and management process covering legal compliance, labour practice and ethical risks associated with the supplier's operations.

To ensure adherence to our Supplier Code of Conduct, we conduct annual supplier audits. In 2025, our procurement experts conducted 12 audits of selected suppliers. No significant infringements were found.

5.2 TRAINING

Regional procurement managers train their respective teams in the new and updated policies and procedures for procurement. In 2025, procurement experts joined our online procurement training to further build up their competence.

In 2025, a new mandatory human rights e-learning was launched, training all employees on DNV's commitment, essential human rights principles and related responsibilities.

An e-learning course for suppliers is available. The course has been mandatory since 2023 for all newly hired contingent workers. The training includes interactive exercises and requires suppliers to confirm they understand and commit to comply with DNV's standards on sustainability and ethical behaviour.



6 REPORTING OF MISCONDUCT

The DNV Group does not tolerate violations of applicable laws, our Code of Conduct, or internal policies, including violations related to human rights, modern slavery, corruption, discrimination or other unethical conduct. Such violations may result in disciplinary measures, termination of employment or contract, and, where relevant, legal proceedings. DNV's expectations also extend to our suppliers through the Supplier Code of Conduct.

The DNV Group has established multiple channels for employees and suppliers to report any actual or suspected breach, violations and/or concerns relating to DNV's Code of Conduct, internal instructions, applicable laws and regulations and/or our Supplier Code of Conduct. Employees and suppliers are encouraged to report potential violations using any of DNV's reporting channels, including their line managers, DNV's internal Ombudsperson, the Group Compliance Director or DNV's web-based Integrity Hotline, which is accessible to both internal and external stakeholders and allows for anonymous reporting.

DNV pursues a zero-tolerance policy for any form of retaliation against whistleblowers, regardless of the type of misconduct reported. All reports are handled confidentially and assessed and investigated in accordance with DNV's internal procedures, which are aligned with the EU Whistleblowing Directive (EU) 2019/1937 and applicable national implementing laws. More information, including how we facilitate anonymous whistleblowing, can be found on www.dnv.com.

7 FUTURE STEPS

Following a review of the effectiveness of the steps we have taken this year in our Global Shared Services unit Real Estate Management & Procurement to ensure that there is no modern slavery and/or human trafficking taking place in our supply chains, we intend to take the following further and ongoing steps:

- (a) Monitor effectiveness in combatting modern slavery and human trafficking

We will continue to audit our key suppliers also to ensure that modern slavery and human trafficking is not taking place in our supply chain. Based on our findings, appropriate measures will be taken if needed. Global Shared Services aims to audit a minimum of 11 suppliers globally in 2026, with the possibility to expand if capacity permits.

- (b) Enhancing supplier risk assessment

In 2025, supplier risk assessments were standardized and automated via Synergi Life, with the system automatically calculating compliance risk for registered suppliers. In 2026, we will explore adding HSE-relevant questions to supplier cases to further ensure HSE compliance.

8 APPROVAL

This statement is made pursuant to section 54(1) of the United Kingdom's Modern Slavery Act 2015 and constitutes DNV's slavery and human trafficking statement for the financial year ending 31/12/2025.

Jon Fredrik Baksaas

Chair of the Board of Directors – DNV Group AS