

Modern Slavery Statement

1 Introduction

This statement is made pursuant to Section 54(1) of the Modern Slavery Act 2015 and sets out the steps taken by Kongsberg Maritime Ltd during the financial year ending 2025 to prevent modern slavery and human trafficking in its business and supply chain.

2 Our Business and Organisation Structure

Kongsberg Maritime Ltd is the UK entity of Kongsberg Maritime, a global maritime technology company.

Kongsberg Maritime delivers advanced technology solutions that support safe, efficient and sustainable operations across the global marine industry. Our portfolio includes systems and services for marine automation, safety, navigation, dynamic positioning, propulsion, energy management, and ship design.

As an internationally active maritime business, we operate across a global value chain and work with customers, suppliers, and partners worldwide.

Kongsberg Maritime is committed to operating with integrity and conducting business in a responsible and ethical manner in all markets in which we operate

3 Supply Chain

Kongsberg Maritime recognises that responsible business conduct extends throughout our value chain. We are committed to ensuring that our suppliers, contractors, and business partners operate in accordance with high ethical standards.

We communicate our Supplier Conduct Principles to our suppliers and business partners. These principles set clear expectations in areas including human and labour rights, working conditions, health and safety, environmental responsibility, and ethical business conduct.

Compliance with these principles (or equivalent standards) is required as part of our supplier onboarding and contracting processes. We embed these requirements within our agreements and reserve the right to take appropriate action, including termination of business relationships, where minimum standards are not met.

We apply a risk-based approach to the selection and management of suppliers, including integrity checks and screening processes to identify and mitigate potential risks within our supply chain.

4 Our Policies

Kongsberg Maritime is committed to preventing modern slavery and human trafficking in all areas of our business and supply chain.

Our approach is underpinned by our Code of Ethics and Business Conduct, which defines the principles and standards expected of all employees and business partners. The Code is rooted in integrity, lawful conduct, respect for people, and responsible business practices.

Our Supplier Conduct Principles complement the Code of Ethics and reinforce our expectations of responsible business behaviour across our entire value chain.

We promote a culture of openness and accountability, where employees and stakeholders are encouraged to raise concerns. We have established processes for reporting and addressing suspected violations, and we do not tolerate retaliation against individuals who raise concerns in good faith.

5 Due Diligence

Kongsberg Maritime has taken steps to implement a structured, risk-based due diligence process to identify and mitigate risks related to modern slavery and human rights.

Our Supplier Conduct Principles form a key component of this process and are used to assess suppliers at onboarding and throughout the lifecycle of the relationship.

During the reporting period, due diligence activities included:

- Screening of suppliers and business partners for integrity and compliance risks
- Requiring adherence to ethical standards through contractual obligations
- Monitoring supplier relationships and addressing any identified concerns through escalation and remediation processes

We seek to engage only with business partners who demonstrate a commitment to ethical practices and compliance with applicable laws and internationally recognised standards

6 Risk Assessment and Management

Kongsberg Maritime is committed to respecting human rights and aligns its approach with internationally recognised frameworks, such as the UN Guiding Principles on Business and Human Rights.

We assess potential risks of modern slavery within our operations and supply chain using a risk-based methodology, taking into account factors such as geography, sector, and the nature of goods and services provided.

The implementation of our Supplier Conduct Principles supports the identification and mitigation of modern slavery risks by setting clear expectations and enabling a consistent approach to supplier management.

We continue to review and enhance our risk assessment processes as part of our commitment to continuous improvement.

7 Training

We provide regular training and awareness programmes to ensure employees understand ethical business conduct, human rights responsibilities and anti-corruption and compliance requirements. This training supports our employees in identifying and addressing potential risks, including those related to modern slavery.

8 References

- [Supplier Conduct Principles](#)
- [Code of Ethics and Business Conduct](#)
- [Raising Concerns](#)
- [Human Rights](#)

This statement was approved by the appropriate management body of Kongsberg Maritime Ltd and signed on its behalf by:



Rob Anthony
Country Manager UK and Board Director
Kongsberg Maritime Ltd

May 2026