



**Statement
UK Modern Slavery Act**

Hollandia BV

**Financial year 2020 (01-01-2020 t/m 31-12-2020)
Date: 10 February 2020**

Hollandia BV is committed to taking various measures to prevent slavery and human trafficking in its own business and towards its suppliers and subcontractors in accordance with the Modern Slavery Act 2015.

I. Organization

Hollandia are a renowned European based steelwork contractor delivering projects with innovation and total quality throughout the world.

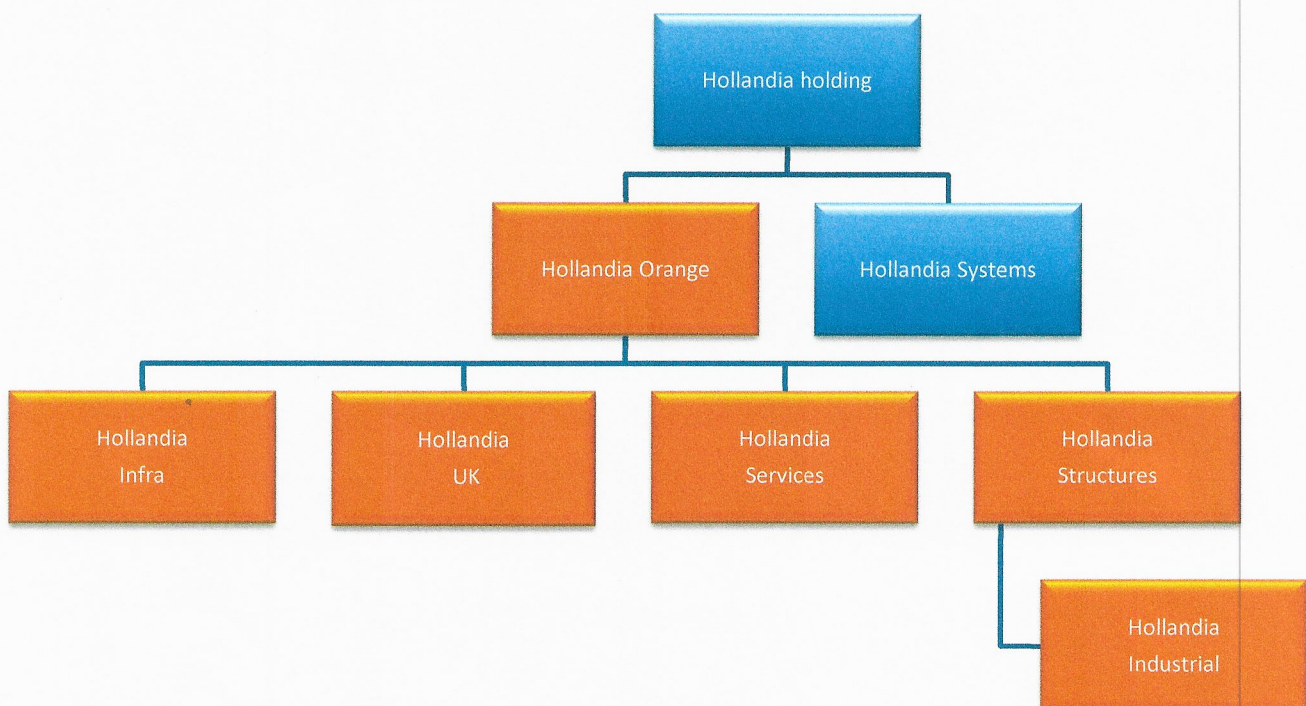
Hollandia has a policy of strong working ethics which has resulted in developed and pioneered processes and procedures for safe building construction through design and innovation.

Hollandia has a policy of ongoing apprenticeship and employment programmes which result in a stable and committed workforce. The resulting strength, knowledge and long-term experience along with client and project focus has helped maintain our goal of achieving repeat business through success and sound professional relationships with our clients.

Hollandia, e.g. has a broad steel structure orientation and operates in various segments:

- Infrastructure (bridges, locks, weir)
- High-rise buildings (large and complex buildings)
- Industrial building (refineries, halls)
- Special Structures (stadiums, London Eye, Maeslantkering)

The company has locations in Krimpen a / d IJssel (Hollandia Holding, Hollandia Infra, Hollandia Services and Hollandia Systems) and in Heijningen (Hollandia Structures and Hollandia Industrial). The head office is based in Krimpen a / d IJssel. The company has about 400 permanent staff. In addition, Hollandia has access to additional employees through known agencies which can be hired if necessary.



II. Organization policy regarding modern slavery and human trafficking

Hollandia has various policies in place to prevent modern slavery and human trafficking. Many of these policies are incorporated into the Code of Conduct.

The code of conduct of Hollandia involves several topics that are relevant to the prevention of slavery and human trafficking:

- Corporate social responsibility
- Safety, health, welfare and environment
- Sexual harassment, sexual intimidation, discrimination, aggression, violence and bullying
- Equal opportunities
- Human rights

Hollandia's policy ensures that there is no slavery or human trafficking within the company. The risk level within the company's own business is therefore estimated to be low. Hollandia is committed to identifying potential future risks and will provide appropriate control measures.

III. Risk with suppliers and subcontractors

Hollandia carries out regular audits on its various suppliers and subcontractors. In this regard, Hollandia is at no greater risk of modern slavery and human trafficking than it is within its own business.

Hollandia will assess & audit the areas where risks such as slavery and human trafficking are possible in the market and with suppliers and subcontractors. As soon as these risk areas are assessed, Hollandia will establish an appropriate policy and procedures to further reduce the risks. The following countries have been identified as risk locations: North Korea, Eritrea, Burundi, The Central African Republic, Afghanistan, Mauritania, South Sudan, Pakistan, Cambodia, Iran (source: Global Slavery Index 2018).

Modern slavery and human trafficking requires a constant review & evaluation and it is our intention to continuously improve our policies & procedures with the intention of totally eliminating the risk.

Managing Director

S.P. Lubbers

