

# Corporate & Social Responsibility Policy



This policy explains how Offshore Construction Associates and our subcontractors are committed to driving positive social changes through our corporate activities.

The key points of our strategy to achieve this are:

- Conducting business in a socially responsible and ethical manner
- Protecting the environment & maintaining the safety of people
- Supporting human rights and providing our employees and subcontractors with respectful and rewarding employment
- Eliminating slavery and forced labour, and
- Engaging with and supporting positive social change in the communities we work in

We deliver on this strategy by:

- Following our corporate Environmental, Health and Safety and Equal Opportunities Policies
- Adopting the UK's ICE Code of Conduct regarding professional and ethical behaviour
- Upholding the UN Universal Declaration of Human Rights and the International Labour Organisation by not tolerating human rights abuse and never engaging or being complicit in any activity that solicits or encourages human rights abuse
- Committing to eliminate slavery and forced labour as defined in the UK Modern Slavery Act 2015 and federal or state law in the USA through prohibiting OCA employees from hiring child or forced labour or conducting or supporting human trafficking on behalf of OCA
- Providing our employees and subcontractors with a work environment which respects their individual values, supports their rights to rest and leisure and provides a living wage
- Supporting local charities with financial or physical resources in the communities where we work or supply our services
- Committing to fair and reasonable payment of our suppliers in line with our signatory to the Prompt Payment Code

Where OCA employees or contractors may suspect human rights abuse, child or forced labour or human trafficking, this should be reported immediately to the OCA CEO.

OCA are committed to this strategy to ensure we meet our obligations to the environment and society globally, and more specifically to those people in the communities where we live and work.

This policy will be updated annually.

A handwritten signature in black ink, appearing to read 'Nick Wordsworth'.

Nick Wordsworth  
CEO  
1 January 2026

OCA UK Holdings Limited      Company Number: 13966097  
Registered Address: 8 Danby Street, London, SE15 4BU, United Kingdom