FairWind

Modern Slavery Statement

Introduction

This statement is made in accordance with the United Kingdom's Modern Slavery Act 2015 and Australia's Modern Slavery Act 2018 (Cth).

It is a joint statement on behalf of Force BidCo A/S (business registration number 42 42 47 57), the parent company of FairWind A/S, together with the subsidiaries listed in Appendix 1 that are required to report under the legislation referred to above. Unless stated otherwise, references to "FairWind," "the Group," "we," "us," and "our" refer to the global operations of the FairWind Group, including the subsidiaries listed in Appendix 1.

This statement covers the reporting period from 1st January 2025 to 31st December 2025 and sets out our approach to addressing and mitigating modern slavery risks across our operations and supply chain. We have prepared a joint statement because our global policies and processes are applied consistently across our subsidiaries, including those listed in Appendix 1.

We are committed to respecting the rights of our workforce and others affected by our value chain, including suppliers, contractors, subcontractors and any other business partners. We respect internationally recognised human rights as set out in the Universal Declaration of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. We ensure operating in consistency with the United Nations Guiding Principles on Business and Human Rights and the Ten Principles of the UN Global Compact.

About FairWind

FairWind operates within a group structure owned by Force BidCo A/S, the holding company of the FairWind Group. The Group comprises FairWind A/S, our principal operating company, and subsidiaries across multiple jurisdictions, through which we operate in Europe, United Kingdom, Americas, Asia Pacific and other international markets.

We provide onshore wind turbine installation services and undertake offshore preassembly, maintenance and related service activities. We are a strategic partner and subcontractor to wind turbine original equipment manufacturers (OEMs) and asset owners in more than 40 countries.

During the reporting period, we operated through five regions of Northern and Central Europe (NCE), Southern Europe and South America (SESA), Asia Pacific (APAC), North America (NA) and the UK and Ireland (UKIE). The UKIE region was carved out of NCE and established in April 2025 to enhance regional focus and support targeted growth in this key market.

Effective 1st January 2026, NA was renamed to the Americas (AM) and expanded to include LATAM, previously part of SESA. At the same time, SESA was renamed to Mediterranean (MED). Each region is led by a Regional Director reporting to our Group leadership team.

Our corporate headquarters is in Vejle, Denmark, with regional headquarters in Germany, United States, Spain, United Kingdom, Australia and a significant workforce presence in Poland.

Globally, we employ approximately 1,024 employees and engage a range of business partners to support service delivery. Our principal business partners, based on spend, are predominantly located in Europe, United States, United Kingdom, Australia and include:

a) Subcontracted workforce and contingent labour: This includes technicians and other skilled personnel engaged through business-to-business contracts, specialist service providers or staffing agencies. This model supports project-based resourcing, access to specialist competencies and operational flexibility across wind turbine installation and service activities in different jurisdictions.

b) Specialised logistics and plant suppliers: This includes suppliers of heavy lifting equipment, plant and transport assets required for wind turbine installation and service activities such as cranes, telehandlers, generators, service vehicles and other site-support equipment.

c) Equipment, personal protective equipment (PPE) and consumables suppliers: This includes suppliers of specialist tools, testing and measurement devices, PPE, workwear, and other consumables required to support safe and effective field operations.

Governance

We operate a two-tier governance structure with clear roles and accountability. The Board of Directors (BoD) oversees human rights risks.

Executive Management (ExM), comprising the CEO and CFO, together with the wider C-level team (the Group leadership team), is responsible for implementing human rights commitments, ensuring that requirements are embedded in policies, processes and day-to-day operations across the group and its subsidiaries.

Policies related to modern slavery

FairWind maintains a set of policies supporting ethical conduct and respect for human rights:

- Code of Conduct: Sets out expectations for ethical behaviour, including adherence to FairWind's human rights commitments
- Human Rights Policy: Outlines FairWind's commitment to respecting internationally recognised human rights standards and describes processes to identify, assess, and mitigate human rights risks across operations and the broader value chain, including customers and local communities
- Grievance Policy and Whistleblower Policy: Established channels for raising concerns and define the process for addressing and resolving such concerns
- Health, Safety, Environment and Quality (HSEQ) Policy: Commits to providing a safe, healthy and secure environment for all individuals involved in or affected by our activities
- Travel Policy: Promotes health and safety considerations in business travel and accommodation arrangements

All policies apply to everyone representing FairWind and are approved by the BoD, with overall accountability assigned to the CEO.

Modern slavery risks in operations and supply chain

We identify and assess modern slavery risks as part of our risk management processes. This includes due diligence, where appropriate supported by external advisors, during ongoing operations or when entering new markets to evaluate labour standards, regulatory environments, immigration requirements and cultural context.

Operations

Modern slavery risks may arise in relation to employees, subcontracted workforce and contingent labour engaged in global field operations, often in remote locations and under demanding conditions e.g. work at height, confined spaces and irregular working hours driven by weather constraints.

FairWind assesses that inherent risk exists, particularly due to the use of subcontracted labour and project-based activities across multiple jurisdictions. Residual risk is considered low to moderate based on:

- Work performed within controlled environments governed by established policies and procedures
- Skilled and trained profile of personnel
- Regulated nature of the wind energy sector

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Supply chain

Modern slavery risks may arise in the upstream supply chain, particularly beyond Tier 1, where raw materials used in equipment, tools and workwear are sourced and processed.

These risks may occur without direct visibility. FairWind mitigates these risks through its Code of Conduct for Suppliers and responsible procurement practices.

While the risks exist beyond Tier 1, where visibility is limited, FairWind assesses that inherent risk exists, particularly in upstream supply chains, while residual risk is considered low to moderate based on:

- Procurement primarily within low-risk jurisdictions
- Contractual requirements addressing ethical business conduct and human rights
- Procurement practices that support fair terms and timely payment
- A supply profile mainly focuses on services e.g. logistics and equipment rental, which carry lower risk

Actions to mitigate and address risks related to modern slavery

We maintain an integrated management system (IMS) certified to ISO 9001, ISO 14001 and ISO 45001, supported by ongoing actions to mitigate and address modern slavery risks across our operations and supply chain.

Operations

In relation to employees, subcontracted workers and contingent labour engaged in field operations, FairWind applies the following controls:

- Employer pays principle: FairWind does not charge recruitment or related fees under any circumstances, recruitment costs are borne by the employer, ensuring that workers are not exposed to debt bondage risks
- Responsible engagement practices: Where relevant, FairWind engages with local worker representatives or unions to support fair and compliant labour arrangements
- Fair remuneration: Overtime, night shifts and other irregular working hours are compensated in accordance with applicable laws and contractual terms, which are clearly defined and legally binding
- Working hours planning and oversight: Dedicated project and resource management teams oversee task allocation, scheduling and time tracking to prevent excessive working hours and promote balanced workloads
- On-site supervision: Regular site visits and inspections are conducted by management, including Regional Directors and members of the Group leadership team, to monitor working conditions

- Access to raise concerns: Workers have access to policies, procedures and reporting channels via the on-site HSEQ Information Board and digital platforms such as the Tech Service Centre (TSC), alongside formal grievance and whistleblower mechanisms to raise concerns
- Training and capacity building: Regular training is provided to relevant personnel on applicable policies, procedures and human rights risk awareness

Supply chain

Our risk-based approach to managing modern slavery risks in our supply chain includes:

- Supplier Code of Conduct: Suppliers are contractually required to sign and adhere to FairWind's Supplier Code of Conduct, committing to minimum to standards on ethical business practices and human rights
- Qualification of critical suppliers: Critical suppliers are onboarded only where they demonstrate adherence to ISO standards or equivalent in health and safety, quality and environmental management, critical suppliers are identified based on factors such as spend and operational risk profile
- Ad-hoc onsite audits: Targeted onsite audits of critical suppliers are conducted, where relevant, to assess compliance with FairWind's standards and contractual requirements

Supply chain due diligence is currently focused on critical suppliers and is primarily based on contractual requirements, onboarding checks and ad-hoc assessments.

FairWind recognises that further development of a structured, risk-based due diligence framework remains an area for ongoing improvement.

Remediation

We promote open communication and encourage individuals to raise concerns. Our grievance and whistleblowing channels enable confidential and, where legally permissible, anonymous reporting without fear of retaliation.

The online whistleblowing system is also accessible via our website to business partners and other stakeholders across our value chain.

All concerns are promptly reviewed and managed in accordance with applicable laws and internal procedures. Where FairWind becomes aware of actual or potential human rights violations within its supply chain, it is committed to taking appropriate actions to prevent or address the issue and to mitigate any adverse impacts, including, where relevant, engagement with affected individuals and competent authorities, in accordance with applicable laws.

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Assessing effectiveness

We track the effectiveness of our policies and procedures through:

- Monitoring of reported concerns and grievance trends
- Supplier performance and compliance monitoring
- Engagement with internal and external stakeholders
- Periodic review of policies, procedures and controls

During the reporting period:

- A total of 537 individuals, representing 24% of the overall workforce including employees, subcontractors and contingent labour, completed training on the Code of Conduct, Grievance and Whistleblowing policies
- A total of 16 complaints were submitted through the available reporting channels
- Zero severe human rights violations or related fines

Overall, no instances of modern slavery were identified through the mechanisms and controls currently in place, and no remedial actions were required. Based on these indicators, FairWind considers its current policies, procedures and controls to be effective in mitigating modern slavery risks across its operations and supply chain. At the same time, we recognise the need for continuous improvement.

Consultation and approval

This statement was developed in consultation with relevant group and regional functions, including Legal, Risk and Compliance, Human Resources (HR), Health, Safety, Environment and Quality (HSEQ), Operations and Procurement, and reflects inputs from the subsidiaries listed in Appendix 1.

The consultation process included the identification and assessment of modern slavery risks, review of existing policies and controls, and assessment of the local implementation of group-wide policies and processes across relevant entities, as well as alignment on actions to mitigate risks across operations and the supply chain.

The statement has been approved by the Board of Directors of Force BidCo A/S, as the parent company of FairWind A/S and its subsidiaries listed in Appendix 1, and is signed on its behalf.

Stewart Mitchell
Chief Executive Officer
6th August 2026

Appendix 1

Legal subsidiaries of Force BidCo A/S required to report under the UK Modern Slavery Act 2015 and the Australian Modern Slavery Act 2018 (Cth), as of 31st December 2025.

	Entity name	Country	Ownership	Registration Number
1	FairWind A/S	Denmark	100%	Reg no: 31429293 Registered office: Lysholt Allé 6, Green Tech House, 7100 Vejle, Denmark
2	FairWind Installation Ltd	United Kingdom	100%	Reg no: 07848643 Registered office: Ealing Cross, 85 Uxbridge Road, 1st Floor, London, United Kingdom, W5 5TH
3	FairWind AUS Pty Ltd	Australia	100%	ABN 80 635 829 588 Registered office: VIC 3068
4	Renewable Wind Services Pty Ltd (FairWind Academy Australia Pty Ltd)	Australia	100%	ABN 89 687 980 632 Registered office: VIC 3068
5	Cosmic Group Services Pty Ltd	Australia	100%	ABN 49 627 592 063 Registered office: QLD 4014