



Highland Wind Limited Modern Slavery Statement

Organisation

Highland Wind Limited is a private limited company established in the UK for the purposes of owning, developing, constructing, maintaining and operating Pentland Floating Offshore Wind Farm, located off the coast of Dounreay, Caithness. Highland Wind Limited is majority-owned by a fund managed by Copenhagen Infrastructure Partners (CIP), in partnership with GB Energy, National Wealth Fund, Scottish National Investment Bank and Eurys Energy of Japan, with Hexicon AB as a minority shareholder.

Commitment

The Board of Highland Wind Limited are committed to complying with the statutory requirements under the Modern Slavery Act, as well as relevant binding international conventions relating to modern slavery, labour rights and human rights. This includes the principles of the United Nations Global Compact, the International Labour Organisation (ILO) Standards, the IFC Performance Standards on Environmental and Social Sustainability, the World Bank Group Environmental, Health and Safety Guidelines, the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (UNGPs).

Highland Wind Limited will employ practises which foster and promote respect for human rights and take all necessary steps to adopt all required measures to avoid and prevent all forms of forced, bonded or child labour in Highland Wind Limited's operations and supply chain.

Code of Conduct and Supply Chain

The supply chain of Highland Wind Limited must sign a Code of Conduct ensuring their participation in meeting the commitments set out in this statement. Procurement and contract management processes include evaluation of suppliers' approaches to identifying and managing modern slavery risk including the right to inspection and audit.

Evaluation and Monitoring

Highland Wind Limited will evaluate potential suppliers' approach to identifying and managing risk relating to all examples of Modern Slavery, including human rights, child labour and forced labour. Suppliers must demonstrate that they have processes in place to manage this risk and uphold an acceptable level of standard before being considered as a potential supplier to Highland Wind Limited.

Approval and Signature

This statement has been approved by the Board of Highland Wind Limited on 13th July 2026.

This statement is made pursuant to Section 54 (1) of the Modern Slavery Act 2015 and constitutes the Companies anti-slavery and human trafficking statement for the financial year ending 31st December 2024.