

Human rights statement 2024

Our commitment

At Royal IHC, we are committed to upholding the principles of human rights and protecting the interests of our employees and all our other stakeholders. We choose to conduct business honestly and with integrity, we reject modern trafficking and slavery and recognize these as serious violations of human rights that have no place in our society or within our supply chains.

We affirm our commitment to respecting and protecting human rights in all aspects of our operations, including within our workforce, our supply chain and the communities in which we operate globally. We expect the same commitment from our business partners.

We support and respect the rights of individuals and adhere to the employment laws in the countries where we operate. We adhere to internationally recognised human rights as outlined in the United Nations Universal Declaration of Human Rights and the core conventions of the International Labour Organisation.

Our business

Royal IHC is a leading designer, builder and supplier of integrated vessels, equipment and services to customers worldwide in the dredging, offshore, mining and defence industries. Through state-of-the-art solutions, our customers can improve operational efficiencies and make their activities more sustainable. This also prepares them for the challenges of tomorrow.

At Royal IHC, we embrace diversity throughout our global operations and among our workforce, acknowledging that our employees are the indispensable driving force behind all our achievements. Our recruitment, development, and promotion processes are anchored in recognising and nurturing individual competencies, talents, and dedication. Given the technical nature of our business, we highly value the expertise and skills of our team, comprising numerous highly qualified engineers and technicians. We uphold a culture where everyone is treated with fairness and equality, irrespective of race, colour, religion, national origin, gender, sexual orientation, age, disability, or background.

Moreover, we are committed to minimising the environmental impact of our production activities, reducing our carbon footprint and enhancing the sustainability of our products and services. Similarly, we are extending these efforts throughout our supply chain, while also enabling our customers to operate more sustainably.

Royal IHC offers products and services to our core markets via four main brands:

IHC Dredging, IHC Offshore Energy, IHC Mining and IHC Defence.

IHC Dredging

IHC Dredging is the market leader for the design, build and delivery of reliable, integrated vessels, equipment and services in the dredging sector. Our people are deeply committed to technological innovation, designing and building state-of-the-art vessels and equipment, and delivering services. To serve all dredging needs, our products range from standard, modular stationery and mechanical dredgers to the world's largest custom-built self-propelled dredgers and related equipment.

IHC Offshore Energy

With a proven position as global leader in the design and construction of high-tech vessels and equipment for the oil and gas industry, IHC Offshore Energy provides reliable and advanced vessels, equipment and services to various offshore industries, including renewables and telecommunications. With extensive experience in delivering sustainable offshore systems IHC Offshore Energy can provide both standard and fully tailored solutions.

IHC Mining

For every phase in the mining life cycle for raw materials, IHC Mining provides reliable, integrated solutions that are fully tailored to our clients' needs. IHC Mining's expertise includes dredge mining, slurry transportation, materials handling and mineral separation solutions. We have a proven track record in developing solutions for mineral sands, tailings rehabilitation, battery minerals, gold, diamonds, tin and other commodities. With our experts working on a global basis, we guarantee a local presence and industry leading support on every continent.

IHC Defence

IHC Defence is a reliable partner to its customers for the design, build and maintenance of navy vessels, equipment and accessories. Based on the experience of Royal IHC, IHC Defence offers solutions and support for the full life cycle, encompassing research and development, design and engineering, production, equipment and services (including in-service support and integrated logistic support).

Our supply chains

We are committed to preventing modern slavery and human trafficking throughout all our operations, and to working with our supply chain to achieve this. Essentially, we are promoting responsible business practices with our suppliers in order to build a global high-performance and sustainable supply chain.

Our ethical standards apply across the entire organisation, and it is our goal to work with suppliers who embrace the same standards and comply with the same principles as our own. Working in accordance with these standards and in compliance with the legislative requirements of the countries in which we operate are a priority for us, in particular with respect to employment practices, labour rights, diversion and inclusion and equal opportunities.

As part of our contracting processes, we work with a Supplier Code of Conduct, which includes specific prohibitions against the use of modern slavery and human trafficking, and the requirement for our suppliers to in turn hold their own suppliers to the same standards. Pursuant to our Supplier Code of Conduct, Royal IHC furthermore makes it incumbent upon its suppliers to prevent modern slavery and human trafficking, and Royal IHC reserves the right to terminate its commercial relationship with any supplier who is found to have been involved in modern slavery or human trafficking or is unable or unwilling to provide relevant information upon request.

Policies and procedures relevant to modern slavery and human trafficking

We are continuously working on the development of specific policy in this area, and we have several policies and procedures in place which address modern slavery and human trafficking compliance requirements and standards. Details of these policies are outlined here.

Health & Safety: We are committed to ensuring a safe working environment. With this in mind, we have established global Safety, Health and Environment (SHE) requirements which are the core of our i-Care health and safety management programme, which includes without limitation risk assessments, health & safety trainings, operational controls, and emergency response procedures.

Governance: In the context of demonstrating our commitment to upholding human rights principles, we have initiated on topic work groups as part of further developing our Human Rights Committee, which oversees human rights compliance within Royal IHC. The work groups include a cross-functional team which meets on a monthly basis and its members have the responsibility to be ambassadors for and to drive the implementation of our approach to human rights and the principles covered by ESG (Environment, Social and Governance).

Code of Conduct: Our Code of Conduct provides clarity to our employees around the actions and behaviours expected of them when representing the organisation. This includes a robust approach to anti-bribery and corruption, which we have recently reinforced through the roll-out of new policy, accompanied by an e-learning as well as classroom training. The organisation strives to maintain the highest standards of employee conduct and acting with integrity when operating abroad and managing its supply chain. At Royal IHC, we provide training and resources to our employees and stakeholders to raise awareness about all topics covered by our Code of Conduct, offering e-learnings and training sessions as well as other initiatives such as writing blogs, aiming to empower them to report any concerns or suspicions. We maintain channels for confidential reporting and investigation of any allegations, and we take swift and appropriate action against any individuals or entities found to be involved in such practices. Our Code of Conduct is available from our website and has been developed for all our stakeholders, including employees, contractors, and suppliers, to ensure they are familiar with our key principles, values, and policies, including those pertaining to the prevention of modern slavery and human trafficking.

Supplier Code of Conduct: Our renewed Supplier Code of Conduct outlines what we require from our suppliers, their sub-tier suppliers, and contractors in relation to business integrity and compliance. This includes the requirement of voluntary employment without any form of modern slavery or human trafficking, as well as the requirement to uphold minimum commitments as described in the eight fundamental Core Conventions of the ILO: freedom of association and collective bargaining; elimination of all forced, compulsory and child labour; a safe working environment free of discrimination and harassment; equal remuneration; recognising the unique legal, social, and cultural situations that migrant workers face and ensuring that such workers are treated with dignity and respect, and in accordance with the same standards that apply to other workers; and the commitment for our suppliers to undertake reasonable steps to ensure that their own supply chain is free from modern slavery and human trafficking.

SpeakUp: Our employees and other stakeholders have the possibility to raise concerns or questions, via various channels. One of these channels is our SpeakUp line that is open to share any concerns or allegations around potential violations of our Code of Conduct, including modern slavery and human trafficking in any entity of Royal IHC and in any jurisdiction in which we operate. It is designed to make it easy for workers to make confidential disclosures, without fear of retaliation and concerns can be raised in local language by filling out an online form or dialling the SpeakUp line number.

Due diligence and supply chain risk assessment: We consider the likelihood of modern slavery and human trafficking in Royal IHC controlled operations to be small due to the highly educated and skilled workforce requirements of our business. In our risk assessment, we include aspects related to working in lower cost geographies, as well as the sourcing of materials used and the use of subcontractors in areas such as cleaning and construction in countries that are known to experience incidences of modern slavery. By joining the Metals Covenant, we obtain support, learn and share practices with other members from the industry. The Metals Covenant is the International CSR (Corporate Social Responsibility) covenant for the Metals sector, in which multiple stakeholders have taken the initiative to develop and implement supply chain due diligence and to collectively develop long-term sustainable solutions on environmental, social and governance (ESG) themes.

We have a zero-tolerance policy towards any practices that exploit or harm individuals, including all forms of modern slavery and human trafficking, forced labour, bonded labour, child labour, and we are dedicated to taking decisive action to prevent and address such violations wherever they may occur.

As an organisation, we recognize that our actions have the power to impact the lives of individuals and companies around the world. Therefore, we aim to continuously assess and improve our policies, practices, and performance to ensure that we uphold the highest standards of business integrity and social responsibility.

To identify and address related risks to doing business using local intermediaries or sales representatives, we have renewed our third-party due diligence policy and procedure. In addition, we may perform due diligence on our key suppliers and conduct on-site visits for review of their specific operations, allowing further analysis of the specific practices and procedures they have in place and requesting improvement where required. Risks identified during these visits may lead to further investigations and potentially a full audit. No incidents have occurred in recent years that have led us to perform such investigations or audits.

Next steps

As part of our commitment to improving our procedures to identify and prevent modern slavery and human trafficking, Royal IHC is working on and will be taking the following measures in the next financial year:

1. A full review of our Code of Conduct.
2. Further embedding of our newly established governance structure, including our Human Rights Committee.
3. Reinforce our supply chain management initiatives, including risk assessment and risk-based due diligence.
4. Continued roll out, throughout Royal IHC, of a revised global and risk-based training and awareness program that specifically includes awareness on human rights.

Approval

This statement has been examined and approved by the Board of Directors of Royal IHC on 17 July 2024.

Derk te Bokkel

Chief Executive Officer

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Royal 

Creating the maritime future