

## Biodiversity Policy

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Maersk Offshore Wind  
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## Biodiversity Policy

### 1. PURPOSE

The purpose of the biodiversity policy is to formalize the company's commitment to protecting and enhancing biodiversity, the variety of life in all its forms, levels, and combinations, in areas where it operates or influences.

It serves as a guiding framework to ensure that business activities do not harm and ideally help preserve natural ecosystems and species diversity.

Biological biodiversity is defined as "the variety of life forms, including, *inter alia*, terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part"<sup>1</sup>. Biodiversity is vital to maintaining a resilient natural environment and a resilient natural environment is vital to the sustainable development of Maers Offshore Wind's businesses.

### 2. APPLICATION

The application of the biodiversity policy involves embedding biodiversity considerations into all relevant aspects of the company's operations, from strategic planning to day-to-day activities the policy is implemented through the company's environmental management systems and procedures that are designed to mitigate biodiversity risks. This may involve measures such as controlling emissions, preventing habitat disturbance, managing lighting and noise levels to avoid disrupting wildlife, and ensuring responsible waste disposal. These controls are tailored to the specific context of each site or project.

The biodiversity policy is subject to regular review as part of the company's commitment to continuous improvement. Lessons learned from past projects and monitoring results are used to update procedures and strengthen biodiversity performance over time. By applying the policy in this way, the company ensures that biodiversity protection is not a one-time consideration, but an ongoing responsibility woven into its culture, operations, and long-term sustainability goals.

### 3. POLICY STATEMENT

At Maersk Offshore Wind, we recognise the importance of protecting and preserving biodiversity as an integral part of our commitment to responsible and sustainable offshore operations. As a ship-owning company operating wind turbine installation vessels (WTIVs), we are fully aware of the potential impacts our activities may have on marine and coastal ecosystems.

This Biodiversity Policy outlines our commitment to minimising negative impacts on biodiversity and contributing positively where possible.

Our goal is to ensure that our operations are conducted in harmony with the natural environment, safeguarding ecosystems, habitats, and species for future generations.

Our commitments:

- We will comply with all applicable environmental and biodiversity-related legislation, regulations, and international conventions in the areas where we operate.
- We will strive to avoid or minimise impacts on sensitive marine areas, protected species, and vulnerable habitats, and apply the mitigation hierarchy of avoid–minimise–restore–offset where relevant.
- We will engage with relevant stakeholders to identify biodiversity risks and opportunities for enhancement.
- We will monitor and assess biodiversity-related performance indicators as part of our environmental management system and pursue continuous improvement.
- We will support the broader goals of the UN Sustainable Development Goals (SDGs), in particular SDG 14 (Life Below Water) and SDG 15 (Life on Land), where applicable.

This policy applies to all Maersk Offshore Wind operations and personnel, including subcontractors and partners acting on our behalf. It is reviewed regularly and updated as needed to reflect changes in regulatory requirements, operational practices, and emerging best practices in marine biodiversity protection.



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Maersk Offshore Wind