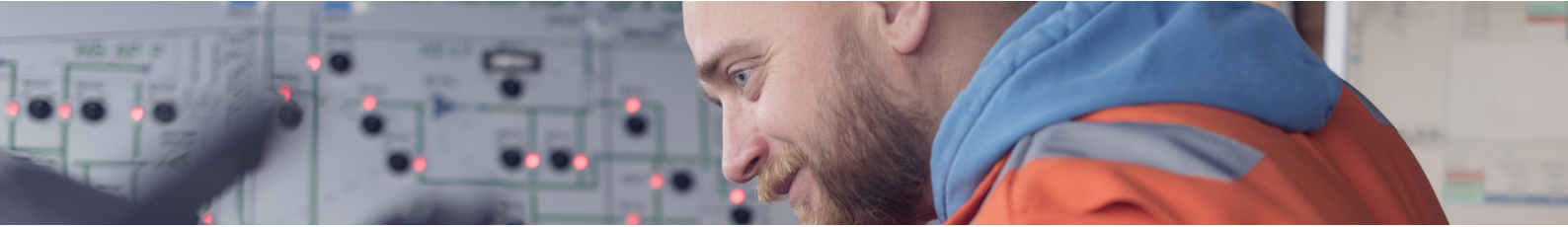


# Human Rights and Decent Work Conditions Policy



**This policy applies to the Seatrans Group. In this policy the term “Seatrans”, “the Company” or “We” refers to the group and companies in the Seatrans Group. This policy applies to all employees and personnel whose work is done on behalf of the Company.**

## **Principles for human rights and decent work conditions**

We respect internationally recognised human rights as set out in UN, Universal declaration of human rights and will conduct our business in line with applicable national and international laws, declarations, principles and guidelines.

We will continuously seek to improve our human rights efforts.

Seatrans expects its supply chain and business partners to adhere to the above principles. We will always strive to include these requirements in Contracts with suppliers and subcontractors.

## **Non-discrimination**

Seatrans does not tolerate discrimination based on race, colour, gender, language, religion, political opinions, national or social origin, union affiliation, sexual orientation, age, disability, or other characteristics.

Any employment decisions, from hiring to termination and retirement, must be based on lawful, non-discriminatory criteria.

## **Harassment**

We strive to protect people from any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace.

## **Forced labour**

The Company does not tolerate any form of forced or involuntary labor or human trafficking. Workers shall not be obliged to submit a monetary deposit or identity papers to the employer and shall be free to terminate their employment with a reasonable period of notice.

## **Child labour**

We shall not recruit or engage in child labour. At the same time we recognise that children may, in some instances, be permitted to participate in work-related activities of limited scope and occasional nature. Where this is permitted, we shall ensure that the activities do not violate children's right to healthy development or deny quality education, and make sure the activities are organised to the best interest of the child.

## **Freedom of association and collective bargaining**

The Company respects employees' rights to form, join or not join a labor union and to bargain collectively without fear of intimidation, harassment or termination of employment.

## **Working hours, benefits and wages**

The Company shall adhere to applicable laws or industry standards, relating to minimum wages, working hours, overtime and benefits.

Seatrans is committed to continuously develop employee skills and capabilities, and to provide equal opportunities for career development.

# Human Rights and Decent Work Conditions Policy



## Leave

All employees have the right to sick leave, annual holiday and parental leave as provided by national legislation.

## Employment contracts

All employees must be provided with a written and legally binding employment contracts in a language they understand.

## Whistleblowing

Anyone is allowed to report any concerns. Seatrans' whistleblowing scheme allows for anonymous reporting. For further details see Whistleblowing Policy.