



MARINE
CONTRACTORS

2. DISCRIMINATION

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At HMC, we endorse internal and external rules that safeguard a responsible way of working. As an HMC employee, you also carry this responsibility. You are therefore expected to act in line with our policies and applicable laws.

What is discrimination?

Discrimination is the unfair treatment of people based on grounds such as:

- Race / ethnic origin / skin color
- Age
- Disability / chronic disease
- Sexual orientation
- Gender
- Religion / beliefs / political opinions
- Marital status
- Employment contract (e.g. full time versus part time and permanent versus temporary)
- Nationality

HMC is committed to complying with the United Nations Guiding Principles on Business and Human Rights and the ten principles of the United Nations Global Compact.

Freedom from discrimination is a fundamental human right. Discrimination may occur before hiring, on the job or upon leaving.

All employees and job applicants have the right to be treated equally, regardless of any attributes other than their ability to do the job.

It is essential for workers to be able to choose their employment freely, to develop their potential to the fullest and to be rewarded based on their qualities.

Bringing equality to the workplace has significant economic benefits, too. Employers who practice equality have access to a larger and more diverse workforce.

The profits of a globalized economy are more fairly distributed in a society with equality, leading to greater social stability and broader public support for further economic development.

HMC strictly prohibits discrimination of any kind and in any form. We believe that greater things can happen at HMC when everyone treats each other with respect and collaborates to the best of their ability. It is essential that you take part in this.

EXAMPLES

Examples of discrimination

- A colleague is repeatedly referred to by his boss with reference to his country of origin, and his work is negatively assessed due to his nationality.
- Someone is rejected for the function of vessel captain because of his sexual orientation.
- You deny someone a promotion because he is a foreigner 'and does not look trustworthy'.
- A woman is being denied a crane operating job because the recruiter thinks men are more technical and fit for the job.
- You ask a female applicant if she is planning to have children in the near future and allow this to influence whether she gets the job or not.

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KEY TAKEAWAYS

- Treat each other with respect and provide a safe, pleasant and healthy work environment.
- Do not tolerate any form of discrimination or bias, whether committed by or against a manager, co-worker, customer, supplier or visitor.
- Be aware of the broad concept of discrimination (it is not only about gender or race) and of how easily it slips into our natural response.
- Recruit, select and promote employees on the basis of objective and non-discriminatory criteria.
- Participate in training about discrimination as determined by the Ethics & compliance department and understand the risks we face at work.
- Please note that failure to comply with this policy can be reason for disciplinary action.

What does this mean for third parties?

At HMC, we want to make sure third parties are reputable, capable and commercially reliable companies. Therefore:

- We expect all our business partners to act in line with our anti-discrimination policy and applicable laws.
- We evaluate risks of actual and potential discrimination impacts in our operations and supply chain, and we conduct periodic risk assessments.
- If we feel it is necessary, we end our relationship with any third party or supplier who fails to comply with this policy.

Do you have any questions about this topic?

We encourage you to contact the Ethics & Compliance department. The contact details can be found on the Ethics & Compliance intranet site.

Speak up!

A transparent way of working is vital for fighting discrimination. If you are being discriminated against or suspect misconduct, please take a look at the Reporting Policy to see what you can do.