



1. HUMAN RIGHTS



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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 are human rights?

Human rights are the basic rights and freedoms that belong to every person in the world. They are fundamental to all human beings, whatever their nationality, place of residence, sex, national or ethnic origin, colour, religion, language, or any other status. These basic rights are based on values like dignity, fairness, equality, respect and independence. Human rights are based on the fact that all individuals are equal and should be able to live with dignity.

Examples of Human Rights:

- Rights to life, liberty and security of the person.
- Right to an adequate standard of living, right to housing.
- Rights of indigenous peoples, including self-determination and cultural - property rights.
- Right to the highest attainable standard of health.
- Right to just and favorable conditions of work.
- Right to be free from all forms of forced or compulsory labor.
- Right to education.
- Right to form and join a trade union and the right to collective bargaining.

Why is this important for us?

We understand that our business activities may have direct or indirect human rights impacts at every stage of our work. We work in varied, often complex environments and our operations may have an impact on many people and local communities. We therefore have a role in respecting and promoting human rights, we have a responsibility to each other, our customers and society.

Our commitment to respecting human rights

We are committed to respecting internationally recognized human rights as set out in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We support the United Nations Guiding Principles on Business and Human Rights. In addition, we are committed to ensuring compliance with the International Labour Organization's Maritime Labour Convention for ensuring appropriate work and living conditions on all of our vessels.

We are committed to respecting the internationally recognized human rights within our own operations, our activities assigned to and carried out with business partners and our relationships with stakeholders. Minimum legal compliance is not always enough to meet the international standards. We recognize this

and are committed to respecting the internationally recognized human rights throughout our entire value chain in all countries we are active.

Roles and Responsibilities

Making sure to act consistently with this policy is the responsibility of us all. This policy applies to all employees and managers - including part-time and hired contract workers - of HMC. The Ethics & Compliance department has the final responsibility for the implementation and management of this policy.

We will provide the necessary training to the appropriate employees in order to effectively promote respect for human rights as set out in this policy. Moreover, we will actively inform our business partners on the content of this policy.

EXAMPLES

Examples of potential adverse human rights impacts

- You operate a yard in a foreign country and a father asks you if their 14 year old son could work there. You feel sorry for the family and hire the boy.
- An employee is deprived of his original government-issued identification and travel documents during his employment.
- Developing a yard without taking into account the rights of the indigenous communities.
- A supplier does not pay its employees a fair wage that is in line with applicable regulations.
- One of our subcontractors did not check the documentation of its employees. For that reason it is unsure whether those people are of legal minimum age, are forced into labor and/or have been subject to human trafficking.

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KEY TAKEAWAYS

- We are committed to respecting internationally recognized human rights.
- Speak up if you become aware of any violations of this policy.
- Participate in the human rights training 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.

HMC is open for the views of stakeholders in the process of drafting this policy. As we move forward on our journey, we will engage with our stakeholders concerning the human rights issues associated with our business and seek to update our practices, including, as necessary, this policy.

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 that all of our business partners share the principles of this policy.
- We are committed to preventing and mitigating adverse human rights impacts associated with our business.
- We conduct background research on third parties before we start doing business with them.
- We evaluate risks of actual and potential human rights impacts and we will act upon the findings to deliver appropriate and effective remedy where feasible.

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 human rights violations. If you would like to report a potential violation of this policy, have a look at the Reporting Policy to see what you can do.