

# Group Human Rights Policy

<b>Purpose of document</b>	Human rights policy
<b>Scope of document</b>	This policy covers all activities within our shipping and logistics business and corporate functions.
<b>Key words search</b>	UN Universal Declaration of Human Rights, International Labour Standards, Norwegian Transparency Act, EU European Sustainability Standards, human and labor rights, modern slavery

## Background & Objectives

Wallenius Wilhelmsen is a global shipping and logistics company with employees and operations around the world, and we recognise that our activities may influence and impact the human rights and labor rights of our stakeholders. We respect the internationally recognised UN Universal Declaration of Human Rights and the International Labour Standards (ILO Declaration on Fundamental Principles and Rights at Work). We prohibit any form of modern slavery in our operations and supply chain. This includes, but is not limited to, human trafficking, forced labour, exploitative working conditions and practices, and child labour. We are also committed to respecting land, forest, and water rights of those impacted by our operations.

Where local laws differ from or conflict with international human rights standards, we will always endeavour to honour the principles of internationally recognised human rights without violating local laws and regulations. We are committed to understanding these impacts and taking actions to reduce any negative aspects and enhance our positive impacts. Respecting human rights across all our business activities helps to uphold our core values and achieve our vision of creating long-term, sustainable value for society. Our duty and commitment to respect human rights requires that Wallenius Wilhelmsen:

- Avoids causing or contributing to adverse human rights impacts through our own activities, and prevent or address such impacts when they occur; and
- Seeks to prevent or mitigate adverse human rights impacts that are directly linked to our operations and services or connected to our business relationships.

These commitments extend across our supply chain, and we communicate these expectations to our suppliers, subcontractors, and business partners through our Supplier Code of Conduct and other appropriate measures.

## Responsibility

Wallenius Wilhelmsen’s Board of Directors is accountable for the human rights policy and ensuring an effective human rights due diligence, including handling of relevant risks and impacts. Corporate Sustainability has a governance and advisory responsibility to facilitate the implementation of necessary governance, processes, and procedures. Line management is responsible for adhering to the policy and following corporate requirements and processes.

## Compliance

This policy is implemented through our human rights due diligence process and procedures. The policy and related documents (Code of Conduct, Employee Handbook, and Supplier Code of Conduct) are all guided by relevant regulatory framework including the Norwegian Transparency Act, the OECD Guidelines for Multinational Enterprises, and the United Nations Global Compact and Guiding Principles on Business and Human Rights. We assess our actual and potential human rights impacts, integrate and act upon the findings, monitor progress, track responses, and communicate how impacts are addressed. This is an ongoing process, and we will continuously improve our approach and report publicly on our performance. Wallenius Wilhelmsen takes a systematic approach, integrating human and labor rights considerations into key company activities and processes, e.g. in company risk management processes, and procurement and supply chain management. The human rights that are most relevant to our business include:

- Reducing our climate impact as it poses a serious risk to right to life, health, food, and adequate standard of living for individuals and communities.
- Workers' experience of fair and equal treatment, access to opportunity, and enjoy a work environment that is free of discrimination, harassment, intimidation, or coercion.
- Providing safe, healthy, and decent working conditions free from bullying and harassment.
- Treating people working for us fairly and without discriminating against indigenous and minority groups based on ethnicity, religion, gender, age, nationality, sexual orientation, disability, family or carer's responsibility or any status protected by law.
- Promoting living wages and benefits, and of work/life balance through reasonable working hours, both ashore and onboard.
- Opposing all forms of modern slavery including human trafficking and forced labour as well as child labour in our value chain.
- Respecting employees' rights to form and/or join trade unions and collective bargaining.
- Upholding the right to privacy of those who entrust us with their personal information.

We require everyone working at Wallenius Wilhelmsen, or on our behalf, to comply with this policy. We also expect our suppliers to do so, and we actively seek to work with third parties who support our standards in this area. We are committed to communicating this policy, and our Supplier Code of Conduct to our suppliers and other stakeholders, and to undertake ongoing due diligence within our business to identify and address actual or potential adverse impacts with which we or our suppliers may be involved (directly or indirectly) and address them as required.

## Stakeholders

### Grievance mechanisms and remediation

Wallenius Wilhelmsen is committed to providing avenues for affected individuals to come forward with human rights grievances. The policy is publicly available on our webpage, and stakeholders may request information and raise concerns through dedicated channels. Details can be found at [Sustainability - A sustainable approach to business - Wallenius Wilhelmsen](#) and [www.walleniuswilhelmsen.com/who-we-are/governance](http://www.walleniuswilhelmsen.com/who-we-are/governance). If Wallenius Wilhelmsen, through its actions directly causes or contributes to harmful human rights impacts, the company will promote access to and/or provide fair remediation. This policy will be reviewed on a regular basis to ensure continued relevance and drive continuous improvement.

In the interest of transparency and accountability, we publish our environmental performance targets and metrics in our Sustainability Report which is an integral part of our Group Annual Report.