

# Human Rights Policy

Wallenius Wilhelmsen ASA (“WalWil”) is committed to human rights across our business in all countries and regions in which we do business. In accordance with our core values, we expect high standards of human rights adherence across our operations and supply chain. WalWil values acting with integrity and fostering an ethical culture where everyone embraces a sense of responsibility for doing the right thing and being a good corporate citizen.

## Our Commitment

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), and 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, slavery, and child labour.

As a shipping and logistics company with employees and operations around the world, we recognise that our activities may influence and impact the human rights of our stakeholders. 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.

## Our Approach

This policy is implemented through our human rights due diligence process, guided by the United Nations Global Compact and Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises. 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 continually improve our approach and report publicly on key performance indicators.

The human rights that are most relevant to our business include:

- Providing safe, healthy and decent working conditions free from bullying and harassment.
- Treating people working for us fairly and without discrimination based on race, colour, religion, gender, age, nationality, sexual orientation, disability, or any status protected by law. We help our employees achieve their full potential through career management efforts, performance evaluations, and training and development.
- Promoting fair wages and benefits, and of work/life balance through reasonable working hours.

- Opposing all forms of modern slavery including human trafficking and forced labour as well as child labour and young workers in our value chain.
- Prohibiting the purchase or acceptance of sexual services when on assignments or when representing the Group.
- 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 WalWil or on our behalf to comply with this policy. We expect our suppliers to comply with this policy, and we actively seek to work with third parties who support our approach and 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 any actual or potential adverse impacts with which we or our suppliers may be involved (whether directly or indirectly).

## Grievance mechanisms and remediation

Stakeholders may raise concerns regarding our human rights impacts by using the Wallenius Wilhelmsen Alert Line.

Details can be found at [www.walleniuswilhelmsen.com/who-we-are/governance](http://www.walleniuswilhelmsen.com/who-we-are/governance)

If WalWil through its actions directly cause or contribute to harmful human rights impacts, the company will promote access to and/or provide fair remediation. This policy is communicated throughout the Company and is available publicly on our website. It will be reviewed on a regular basis to ensure continued relevance and drive continuous improvement.