

ANTI-HARASSMENT AND ANTI-BULLYING POLICY

Policy Purpose:

To ensure professional and exemplary conduct of employees and stakeholders and maintain a work environment and culture in which people are treated with dignity, decency, and respect.

Policy Scope:

This policy applies to all employees, contractors, vendors, and stakeholders who work with Hafnia. We expect all stakeholders involved in our business to conduct themselves with only the highest standards of integrity.

Harassment and bullying are defined as (but is not limited to): Teasing, Name-calling, Inappropriate sexual comments. Taunting, threatening to cause harm, social bullying, sometimes referred to as relational bullying, involves hurting someone's reputation or relationships. Social bullying includes Leaving someone out on purpose, spreading rumours about someone, embarrassing someone in public, Physical bullying involves hurting a person's body or possessions. Physical bullying also includes Hitting/kicking/pinching, Spitting, Tripping/pushing, Taking, or breaking someone's things and making mean or rude gestures.

Policy Statement:

Hafnia strictly abides to a Diversity, Inclusion, Belonging and Equity policy which strives to create and maintain a safe and welcoming working environment, in which everyone thrives, no matter their role, background, or rank. At all times every employee must be treated with dignity and respect, characterized by mutual trust with a complete absence of intimidation, oppression, and exploitation. Hafnia does not tolerate discrimination, bullying or harassment of any kind, and aims to promote a speak up culture, where employees are encouraged to flag should any wrongdoing be identified as either a victim or a witness. Managers and supervisors who knowingly allow or tolerate discrimination, bullying, harassment, or retaliation, including the failure to immediately report such misconduct to Hafnia, are in violation of this policy and are subject to disciplinary actions.

There is no retaliation against any individuals who report discrimination, bullying, harassment or participate in an investigation of such reports.

Our Main Objectives are to:

- Create a safe, inclusive and harassment free workplace, where every individual is valued for their contributions.

In Achieving this, the Following Must be Complied with:

- Familiarize oneself, attend trainings and abide with Hafnia's DIBE policies.
- Managers and Supervisors to educate and train employees and stakeholders on anti-harassment policies to prevent, correct and discipline any behaviour that does not align with Hafnia's values, purpose, or vision.
- Handle all complaints swiftly and in confidence.
- Treat all parties in a complaint proceeding with equal dignity and fairness.
- Appropriate disciplinary actions shall be followed for violation of this policy.