

Diversity, Inclusion, Belonging and Equity Policy

Policy Purpose:

Hafnia is committed to cultivating and preserving a culture of diversity, inclusion, belonging and equity (DIBE). We want all of our employees to feel valued, inspired, fulfilled, and fairly treated at work regardless of any trait, rank, or background.

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.

Policy Statement:

Hafnia embraces differences in age, nationality, gender identity, sexual orientation, ability/disability, background, and other characteristics that make our employees unique. We believe the collective sum of our individual differences represent a significant part of our company culture, and that a true cultural melting point is what contributes to our people-first and market leading position. Realizing difference and being accepting of it is important but is not enough.

Hafnia only accepts and aims for a working environment where people always feel that they are included and belong. We invite diverse thoughts, ideas and perspectives and we strive to make sure people can be their true self at work. We are also committed to ensuring all our work practices are fair.

DIBE aligns with our Vision, Purpose, and CARE values. We expect every employee to support one another to thrive at work, be that onshore, at sea, or at company or industry events. We are honest, respectful, professional, personable, and transparent when dealing with one another – also when conversations or relationships can become challenging. DIBE is woven through our people practices (in particular, recruitment, development, progression, and compensation) and we hold our leaders accountable for fostering a team environment which embraces every team member.

Our Main Objectives are to:

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

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 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 if anyone violates this policy.