

## ANTI-BRIBERY AND ANTI-CORRUPTION POLICY

### Policy

- A. Hafnia adopts a zero tolerance position for facilitation payments or bribery of any kind (“**a Bribe**”), unless it is done under duress where there exists a threat to an individual’s life, limb, or liberty.
- B. In addition to complying with local legislation, Hafnia’s Policy is based on ensuring adherence at all times to the requirements of the UK Bribery Act even when this legislation is not directly applicable to a place, person, or corporate entity. As such, Hafnia’s Policy prohibits (i) offering or making a Bribe and (ii) receiving a Bribe or (iii) seeking to influence public officials.
- C. This policy applies to all employees, seafarers, 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.
- D. To ensure that it does not fail to prevent bribery, Hafnia’s Policy is implemented via the Procedures and Protocols set out in its internal operational documentation.



We are Hafnia

Putting **people-first** and **challenging the industry of today** to deliver **a better tomorrow**