

HUMAN RIGHTS POLICY

Policy

- A. Hafnia has a zero-tolerance policy of any form of violations of Human Rights and strives to keep its workplace free of modern slavery practices and other violations of Human Rights as defined in the:
- OECD Guidelines for Multinational Enterprises;
 - United Nations Guiding Principles on Business and Human Rights; and
 - ILO Declaration on Fundamental Principles and Rights at Work.
- B. Additional standards are listed for Hafnia’s seafarers, due to the elevated risks associated with their work, and the higher potential for Human Rights violations to occur.
- C. This Policy applies to all employees, seafarers, contractors, vendors, and stakeholders who work with Hafnia (collectively, “**The Stakeholders**”).
- D. This Policy affirms The Stakeholders right to freedom of association and collective bargaining.
- E. Hafnia’s commitment to meeting its responsibility under this Policy in respect of Human Rights and decent working conditions is implemented via the Procedures and Protocols set out in its internal operational documentation.