

SVITZER

HUMAN RIGHTS STATEMENT

Svitzer Group A/S, CVR no. 44 79 14 47

1 Human rights statement

- 1.1 Svitzer Group A/S, CVR no. 44 79 14 47 (the “Company” or “Svitzer” and together with its subsidiaries the “Group”) is committed to conducting business in a responsible and upright manner and to respect human rights across our activities, in line with our values.
- 1.2 We take constant care to avoid causing or contributing to adverse impacts on people – whether in our own company, through our business partners, or in the communities where we operate. We endorse the principles of the UN Guiding Principles on Business and Human Rights (“UNGPs”) and the OECD Guidelines for Multinational Enterprises, and implement our commitment to respect human rights via our Code of Conduct, and other internal policies and procedures. We commit to respect all internationally recognised human rights referenced in the International Bill of Human Rights and the ILO Declaration on Fundamental Principles and Rights at Work. These rights include core labour rights such as the rights of freedom of association and collective bargaining, the rights to not be subjected to forced labour, child labour or discrimination in respect of employment and occupation, and standards on working hours and the safety and health of workers.
- 1.3 In cases where local regulations may be less stringent than international human rights standards, we strive to uphold higher international standards, and in the cases where there may be a conflict, we seek ways to honour the higher international standards.
- 1.4 We regularly assess our human rights impacts. In the context of our end-to-end strategy, we have a heightened focus on salient human rights issues that include health and safety, access to remedy and our subcontractors’ labour conditions, as well as emerging issues such as data ethics and supporting a just energy transition. When issues are identified, we manage, mitigate, and remediate our impacts.
- 1.5 The Svitzer Group expects our business partners across the value chain to respect human rights. This expectation towards our suppliers is outlined in the Svitzer Supplier Code of Conduct and extended to our suppliers through contractual requirements. We take measures to promote compliance with responsible business practices within our supply chain through our Responsible Procurement programme, in addition to working with business partners across the value chain through bilateral and multilateral collaborations.
- 1.6 We recognise the importance of engaging with potentially and actually affected rightsholders, including workers across our value chain and local communities affected by our business, and when providing remedy. We seek to provide remedy through legitimate processes if we have caused or contributed to adverse human rights impacts on individuals, workers, or communities and will not obstruct access to remedies.
- 1.7 Svitzer has available grievance mechanisms, including our global whistleblower system which can be used by anyone to report concerns safely on any human rights issues related to any group company. In cases where we may be directly linked to adverse impacts, we seek to work with the other party involved to provide remedy. We also expect that our suppliers commit to providing remedy where they have caused or contributed to adverse human rights impacts. Understanding that human rights due diligence is a dynamic process, we continuously strive to improve by regularly assessing our human rights impacts, reviewing our human rights due diligence processes, monitoring their effectiveness, and communicating on our efforts.

Approved by the Board of Directors on 26 April 2024.