

Human Rights Policy

1. PURPOSE

Respect for Human Rights is vital to the sustainability of the Company and the communities in which we operate. The Company is committed to be an industry leader, innovating and improving standards in line with its reputation for having the best operating practices in the industry.

There is both a business and a moral case for ensuring that human rights are upheld by our operations and throughout our value chain. As a global operator, we are strongly committed to ensuring that all people are treated with dignity and respect.

This Policy is required to help deliver:

- Our Values of:
 - "Constant care" - Take care of today, actively prepare for tomorrow
 - "Humbleness" - Listen, learn, share, create value for others
 - "Uprightness" - Our word is our bond
 - "Our Employees" - The right environment for our people
 - "Our name" - Everything we stand for
- Our Company's Human Rights Policy

The delivery of this Policy is assisted by conducting Human Rights Compliance Assessments as detailed in the Human Rights Compliance Assessment (HRCA).

2. APPLICATION

This Policy applies to all our employees, contractors, suppliers and third-party personnel who are employed or engaged or work in any capacity on board our vessel(s), offices and workplaces ashore.

We will encourage other companies in which we have an interest, either as a shareholder or through our supply chain, to implement similar policies.

3. POLICY STATEMENT

Commitment to Human Rights

We acknowledge our duty as a business to uphold human rights and contribute positively to their advancement. Our goal is to identify, prevent, and address any negative human rights impacts arising from our operations. Our approach is guided by the UN Guiding Principles on Business and Human Rights (commonly known as the "Ruggie Principles") and the International Labour Organisation's (ILO) Declaration on Fundamental Principles and Rights at Work (often referred to as the ILO Core Conventions). We understand that while governments have the responsibility to protect human rights, businesses must respect them as well. Given our service-oriented nature, we will conduct a formal Human Rights Impact Assessment (HRIA) focusing on labour-related issues.

We also support initiatives like the "Geneva Declaration on Human Rights at Sea," which emphasises four core principles:

1. Human rights are applicable at sea just as they are on land.
2. Everyone at sea, without distinction, enjoys the same human rights.
3. There are no maritime-specific rules that allow exceptions to human rights standards.
4. All human rights recognised by treaty and customary international law must be upheld at sea.

A risk-based assessment will be performed in various aspects of our business, especially when entering new markets or regions, using a Human Rights Impact Assessment (HRIA). Any issues identified will be escalated for discussion at our internal Corporate Governance & Compliance Meetings.

Our Supply Chain Sustainability Code of Conduct outlines our expectations regarding respect for human rights, including labour rights, throughout our supply chain. We will ensure that suppliers identified as having a high potential for human rights risks undergo risk-based independent audits to verify compliance with this policy and to assist in improving their standards as necessary.

Modern Slavery, Forced Labor, and Human Trafficking

We categorically prohibit all forms of modern slavery and forced labour, including practices such as prison labour, indentured servitude, bonded labour, military labour, and human trafficking, both directly within the company and among our contractors and suppliers.

We have established various compliance measures to prevent, detect, and eliminate any occurrences of modern slavery, in alignment with:

- UK Modern Slavery Act (2015)
- Australia Modern Slavery Act (2018)
- Other relevant laws and regulations

We provide assurance of compliance through regular independent audits, both remote and on-site, of the company's contractors and suppliers, which may be detailed in specific Modern Slavery Management Plans.

Diversity and Inclusion

The Company values diversity and inclusion, principles enshrined in the first two articles of the UN Declaration of Human Rights. Consequently, we promote equal opportunities and respect within our workforce (refer to the D&I Policy). We recognize that our business and employees thrive on the diversity and inclusion within our teams.

Child Labor

We will ensure, through regular independent audits (determined by objective risk assessments), that neither the company nor its contractors and suppliers:

- Employ anyone below the local legal minimum age for employment.
- Employ anyone in a manner that interferes with their mandatory education.
- Employ anyone under 16 years of age on a full-time basis unless part of a recognised apprenticeship program.

We require that our apprenticeship programs, as well as those of our suppliers, are legitimate and compliant with all relevant laws regarding child labour and apprenticeship standards. This includes adherence to the Minimum Age Convention (1973) and the Worst Forms of Child Labour Convention (1999), regardless of their ratification status by the host country.

Community and Stakeholder Engagement

In line with the UN Guiding Principles on Business and Human Rights, we commit to engaging in meaningful dialogue with stakeholders in the communities where we operate. This engagement aims to identify and evaluate any actual or potential negative human rights impacts stemming from our business relationships. We also seek to create economic opportunities and build goodwill within these communities through locally relevant initiatives.

Work Hours, Wages, and Benefits

We will require our contractors and suppliers to compensate their employees fairly, in accordance with industry standards and local labour market rates, ensuring compliance with all applicable laws regarding wages, work hours, overtime, and related benefits.

Monitoring and Evaluation

We will evaluate the effectiveness of this Human Rights policy through a formal and ongoing monitoring process of our internal practices, and we will make amendments to the policy as needed.

Michael Reimer Mortensen

Chief Executive Officer



Maersk Offshore Wind