

## Belships Human Rights Policy

Belships supports and respects the human rights of all individuals and groups that may be affected by our operations. Our commitment is guided by internationally recognised labour and human rights standards as defined in the [International Bill of Rights](#), the [ILO Fundamental Conventions on Labour Standards](#) and the [UN Guiding Principles on Business and Human Rights](#).

Good and safe working conditions is the foundation for how we approach human rights management within Belships. Our impact goes beyond our workforce and seafarers and can reach across the globe, through the trade and operation of our vessels, with suppliers of goods and services that take part in our value chain. We believe that high standards in operations contribute to a more sustainable and resilient business.

This policy applies to everyone within the Belships group of companies. We also expect this policy to be followed by commercial- and technical managers, manning agents, contractors, temporary personnel, and anyone who acts on our behalf or represents us.

All those applying this policy should follow these principles:

- Support and respect the protection of internationally proclaimed human rights
- Make sure that we are not complicit in human rights abuses
- Speak up when there are concerns about how we impact other people

To achieve our commitment to respect human rights, we will:

- Work to uphold and promote our human rights commitments where local laws conflict with our human rights standards
- Identify, monitor and seek to avoid any negative impacts, through careful due diligence throughout our operations and value chain
- Ensure all employees, contractors and suppliers are aware of this policy and expect our contractors and suppliers to do the same for their employees
- Foster a human rights culture based on inclusion and non-discrimination

We have increased focus on our salient human rights issues for people and vessel operations, which are:

- Crew working conditions
- Health and safety for shipyard personnel in connection with vessel construction and repairs
- Excessive working hours or exploitation in use of non-permanent workers
- Security response and safety measures to mitigate threat of piracy acts

- Transport of natural resources from countries or regions where ownership of the resources is disputed, or the trade is illegitimate
- Protect vessel and crew against stowaways
- Work and uphold standards to fight corruption

The Board and Management of Belships ASA take ownership for this policy and has responsibility for its implementation. This policy will be reviewed on an annual basis.

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke, positioned above the name of the CEO.

Lars Christian Skarsgård, CEO

Belships ASA