



Maersk Tankers A/S and Maersk Product Tankers A/S Modern Slavery Statement

This statement is made in accordance the UK Modern Slavery Act 2015 by Maersk Tankers A/S and on behalf of Maersk Product Tankers A/S. It sets out the steps that we have taken and are continuing to take to ensure that modern slavery or human trafficking is not taking place within our businesses or supply chain. It provides an overview of Maersk Tankers' and Maersk Product Tankers' policies and processes relating to the management of the risk of modern slavery.

We are committed to acting ethically and with integrity and transparency in all business dealings and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within the business or our supply chain.

Maersk Tankers A/S is an operator of product tanker vessels and a global leader in product tanker tramp shipping. Maersk Tankers performs commercial and corporate management of Maersk Product Tankers' fleet, and thus this statement is made on behalf of both companies and their subsidiaries. All Maersk Tankers policies and processes referred in this statement also apply to Maersk Product Tankers.

Policies and Governance

Maersk Tankers strives to conduct business in a responsible and upright manner in line with the Maersk Core Values and is committed to good and fair labour conditions. We refrain from practices that can give rise to risks of forced or involuntary labour, human trafficking and other practices defined as 'modern slavery', as per our Sustainability Policy and our Third-Party Code of Conduct.

Sustainability Policy

We provide good and fair conditions for our employees and ensure their welfare in compliance with international labour conventions. The Maersk Tankers' Chief People Officer is responsible for monitoring compliance with these principles.

As part of the Maersk Tankers' commitment to the UN Global Compact, Maersk Tankers submits its Communication on Progress every year to UN Global Compact and reports on progress in its Annual Report.

Third Party Code of Conduct

Maersk Tankers' **Third Party Code of Conduct** describes what we consider to be appropriate business conduct by suppliers, third-party agents, and contractors (hereafter 'suppliers') and it is implemented through our Responsible Procurement Programme.

The Code sets out expectations concerning responsible business behaviour in the areas of health and safety, equal opportunity rights, compensation and working hours, child labour and forced or involuntary labour, freedom of association, anti-corruption, and environment.

The CEO of Maersk Tankers and the Head of Procurement are responsible for integrating the Responsible Procurement Programme into existing procurement policies and processes in the supplier relationships they respectively own or manage.

Maersk Tankers Whistle-blower System

We take any allegations that human rights are not respected in our operations or business relations seriously. Allegations can be reported without fear of retaliation by any person within or outside Maersk Tankers through our [Whistle-blower system](#), available worldwide. It enables reporting of a wide scope of human rights concerns, including human trafficking and forced or involuntary labour, child labour, and actions harming persons, their livelihood or properties, related to our operations, suppliers, contractors, third-party agents, and other business partners with a direct link to Maersk Tankers.

Maersk Tankers governs for human rights in its everyday business by ensuring Executive Leadership responsibility. Additionally, the Legal Department and Sustainability Functions provides guidance and coordination when it comes to topics related to human rights and the UN Global Compact.

Risk Management and Due Diligence

As part of Maersk Tankers' procedure for identifying and mitigating risk, risk assessments and due diligence processes are performed on new counterparties.

All of Maersk Tankers' standard contracts include rules and regulations wording setting out our business ethics/compliance that governs the contract and ensure adherence to international standards such as, but not limited to, the UN Global Compact.

This statement was approved by the Board of Maersk Tankers A/S and Maersk Product Tankers A/S on 23 August and 24 August 2023 respectively.



Martin Nørkjær Larsen

Chairman of the Board of Maersk Product Tankers A/S and director of the Board of Maersk Tankers A/S