

A.P. Moller - Maersk:

Human Rights

Policy Statement



A.P. Moller – Maersk, and its subsidiaries, is committed to conducting business in a responsible and upright manner and to respect human rights across our activities, in line with the Maersk Values. By providing our customers with end-to-end logistics products and services, and through our ESG commitments, we enable sustainable trade which serves as a positive contributor to global and local development and growth.

Our company has been signatory to the UN Global Compact since 2009 and 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, in addition to those referenced in the Appendix. 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 & health of workers. We regularly assess our human rights impacts. In the context of our end-to-end logistics strategy and ambitious decarbonization goals, we have a heightened focus on prioritised salient human rights issues that include health & safety, violence & harassment at work, access to remedy and working conditions in the supply chain, as well as emerging issues such as supporting a just energy transition. When issues are identified, we manage, mitigate and remediate our impacts. 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

A.P. Moller - Maersk expects our business partners across the value chain to respect human rights including

those mentioned above. This expectation towards our suppliers is outlined in the Maersk 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 Sustainable Procurement programme, in addition to working with business partners across the value chain through bilateral and multilateral collaborations.

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 strive to engage with them in our human rights due diligence and when providing remedy. We commit to provide remedy through legitimate processes (both judicial and non-judicial) if we have caused or contributed to adverse human rights impacts on individuals, workers, or communities and will not obstruct access to remedies.

A.P. Moller - Maersk 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 Maersk, and our internal Ombuds Office. In cases where we may be directly linked to adverse impacts, we commit to work with the other party involved, for example suppliers, 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. As an industry leader, we actively use our role in forums such as the IMO and cross-sector partnerships to advance respect for human rights.

This Policy updates our 2021 Policy and has been approved by A.P. Moller - Maersk Chief Executive Officer, Vincent Clerc on 8 February 2024.



Vincent Clerc
A.P. Moller - Maersk CEO

APPENDIX

International standards referred to in this Policy Statement include:

- International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights
- The eight core conventions of the International Labour Organization: freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 and No. 98); the elimination of all forms of forced or compulsory labour (Convention No. 29 and No. 105); the effective abolition of child labour (Convention No. 138 and No. 182); and the elimination of discrimination in respect of employment and occupation (Convention No. 100 and No. 111).
- The ILO conventions on labour standards on working hours and the health and safety of its workers
- ILO Maritime Labour Convention (No. 186)
- UN Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- UN LGBTI Standards for Business