

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 and should be regarded as complementary to the [Maersk Tankers' Sustainability Update 2020](#). For further information on our activities and progress, please refer to the Sustainability Update.

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 employs roughly 3,100 employees, the majority of these offshore. Maersk Tankers performs commercial, technical 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 Tankers Core Values](#) and is committed to good and fair labour conditions in its own operations and supply chain. 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 Human Resources Officer is responsible for monitoring compliance with these principles.

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 the Responsible Procurement Programme (read further below).

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 Chief Procurement Officer 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.

Due Diligence in our Supply Chain

Managing our supply chain risks is of special importance due to less direct oversight and control of their working conditions and recruiting practices. Since 2010, our Responsible Procurement Programme aims at integrating sustainability into Maersk Tankers' procurement processes by measuring and ensuring compliance with the social and environmental standards contained in the Maersk Tankers Third Party Code of Conduct. Further, we strive to ensure that all suppliers with a contractual agreement as a minimum are required to follow our [Third Party Code of Conduct](#), suppliers own equivalent, or international standards.

Supplier Risk Assessment

Maersk Tankers interacts with approximately 5,000 suppliers in almost 100 countries every year, of which we have a contractual relationship with around 400 companies. Following a human rights and environmental due diligence exercise conducted in 2015, Maersk Tankers businesses identified their top 9 high-risk supplier categories. There are roughly 100 suppliers in these high-risk categories, enabling a more focused approach to risk management. We define a high-risk category as having high risk of severe social or environmental impact when sourcing, producing or delivering to us either directly or through subcontractors (see box).

High risk category suppliers must be assessed through the Responsible Procurement Programme before entering into a contract with us. They are assessed either by the Procurement Compliance Team through a documentation review or by a Third-Party auditor through an on-site audit. Suppliers' performance is compared against the requirements of our Third-Party Code of Conduct and based on findings, an improvement plan is agreed on and implemented.



In the mentioned due diligence exercise, the categories of vessels under construction, drydocking and repair and manning and crewing agencies were prioritized for further risk assessment and potential action.

- **Vessel under construction and drydocking shipyards** include suppliers building and repairing tankers where employment conditions of subcontracted workers could present a risk. These suppliers must be audited on-site prior to or shortly after contract signing.
- While indirect hiring and recruitment enable operational flexibility, it could pose a risk due to the less direct oversight of how workers – often recruited across multiple countries by e.g. manning and crewing agencies or local contractors – are hired. When contracting third party **manning and crewing agencies** for our tanker business, we follow standardised auditing guidelines. This includes periodic audits through our own crewing office and/or self-assessment questionnaires through our Responsible Procurement Programme to ensure their compliance with the Maritime Labour Convention (MLC) standards before entering contracts.

This statement was approved by the Board of Maersk Tankers A/S and Maersk Product Tankers A/S on 20 May and 26 May 2021 respectively.

Signed

A handwritten signature in black ink, appearing to read 'Robert Mærsk Uggla', written over a large, faint circular watermark or stamp.

Robert Mærsk Uggla

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