



HUMAN RIGHTS POLICY

As a shipowner, Viking Supply Ships (VSS) recognizes that human rights issues can arise across the entire lifecycle of a ship – from design, finance and ordering, through building and operation, to ship recycling. Our commitment to respect and support fundamental human rights and decent work standards is part of our approach to sustainable and responsible shipping. To meet our responsibility, we actively seek to avoid infringing upon the human rights of others and aim to appropriately address adverse human rights impacts that may be linked to our business.

Our commitment also extends to our supply chain engagement.

The objective of ensuring respect for fundamental human rights in the supply chain is also closely connected to other key aspects of the VSS' code of conduct and the code of conduct for suppliers, namely fairness, integrity and transparency, and avoiding unethical or illegal practices such as fraud, corruption, collusion, human trafficking and modern slavery.

VSS is committed to respecting human rights in the workplace. This commitment includes respecting the dignity and value of all employees, encouraging all employees to reach their full potential and providing them with equal opportunities.

Our commitment is based on the International Bill of Human Rights, the United Nations Guiding Principles on Business and Human Rights (UNGPs), and the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Moreover, we will comply with national legislation on human rights, including the Norwegian Transparency Act ("Åpenhetsloven"), and relevant national legislation in the countries where we operate. All vessels operating in international waters comply with the Maritime Labour Convention (MLC).

As part of this commitment, VSS:

- Complies with legal requirements for fair and safe working conditions, diversity and anti-discrimination and respects employees' freedom of association and engage in collective bargaining.
- Works to ensure compliance with applicable labour and employment laws, including those regulating wages and hours.
- Actively promotes the rights of our employees and regularly engage in dialogue with our employees and union representatives
- Prohibits the use of forced labor, human trafficking, and child labor
- Does not tolerate any form of harassment or discrimination on the basis of gender, religion, color, race, national or ethnic origin, sexual orientation, age or political opinion.
- Provides workers with relevant skills training.
- Carries out supply chain due diligence with a view to managing risks related to human rights and decent work standards.
- Aligns with international standards and best practice for responsible ship recycling.

We seek to prevent or mitigate negative human rights impacts that are directly linked to our operations, products or services by our business relationships. To help us meet



this responsibility, we conduct ongoing human rights due diligence in line with the OECD Due Diligence Guidance for Responsible Business Conduct and the UNGP.

If you have information about human rights breaches or have concerns about potential human rights or decent work risks linked to our operations, we encourage you to report the concern through the company grievance mechanisms. Your anonymity will be protected.

If you have any questions related to our work on human rights, do not hesitate to get in touch with us at transparency@vikingsupply.com

Approved by the board.

A handwritten signature in blue ink that reads "Trond Myklebust". The signature is written in a cursive style and is positioned above a horizontal line.

Trond Myklebust CEO 27.03.2023