



# Human Rights Policy

# Our Commitment

Berge Bulk is committed to support and uphold the provision of basic human rights and to eliminate discriminatory practices. We strive to respect and promote human rights in our relationships with our employees and our suppliers.

As a global leader in the bulk shipping industry, we believe we have an opportunity to affect positive change in people's lives, which includes the advancement of human rights through our business activities.

This human rights policy sets out the core principles and processes to uphold our commitment wherever we do business.

## Our Policy

### *Forced Labour*

We do not tolerate any form of forced labour (including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking) in our operations at any time for any purpose.

### *Child Labour*

We prohibit all forms of child labour in our operations and supply chain. We comply with child labour laws across our operations in accordance with applicable national legislations and ILO labour standards. We gather and maintain data on the age of employees for auditing and reporting purposes.

### *Freedom of Association & Collective Bargaining*

We respect our employees' right to voluntary freedom of association, under the law without fear of reprisal, intimidation, or harassment. Where employees are represented by a legally recognised union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

### *Work Hours, Wages and Benefits*

We compensate employees competitively relative to the industry and local labour market, and in accordance with terms of applicable collective bargaining agreements. We work to ensure full compliance with applicable basic wage, work hours, overtime and benefits laws. We ensure that all employees have an official employment status. All employees receive a document setting out their work conditions and salary and working hours in a language they understand prior to starting work at Berge Bulk.

### *Health & Safety*

We believe that safety matters. We believe that we all have a role to play to be smarter and be safer. We maintain a shared vision to achieve zero harm, particularly for our people. We do this by taking responsibility for our own actions, as well as demanding the highest safety standards of each other. Our united commitment to this will ensure a culture of safety, efficiency, and sustainability.

### *Harassment*

We are committed to providing a work environment free from all forms of unlawful discrimination, bullying and harassment. This means the company has zero tolerance for such conduct. Any retaliation against any individual who reports an incident of discrimination or harassment or who participates in an investigation of such reports is prohibited. Any violation will result in disciplinary action.

### *Grievance Reporting Mechanism*

We provide accessible reporting mechanisms, namely via Berge Bulk's *Speak Up* channel: [SpeakUp@BergeBulk.com](mailto:SpeakUp@BergeBulk.com). We promote the proper use of these mechanisms so that all Berge Bulk employees can report suspected violations of Human Rights. Confidentiality and protection from retaliation is guaranteed to those who use these mechanisms in good faith.