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J.A. Shipping A/S

# Human Rights Policy



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## Index

<b>REVISION</b> .....	<b>1</b>
<b>REVISIONS RELEASED</b> .....	<b>1</b>
<b>INDEX</b> .....	<b>1</b>
<b>1. INTRODUCTION</b> .....	<b>2</b>
<b>TO WHOM DOES THIS POLICY APPLY</b> .....	2
<b>WHAT IS EXPECTED FROM YOU</b> .....	2
<b>2. J.A. SHIPPING'S HUMAN RIGHTS AND LABOUR PRINCIPLES</b> .....	<b>2</b>
<b>NO DISCRIMINATION AND HARASSMENT:</b> .....	3
<b>EQUAL OPPORTUNITIES, FAIR TREATMENT, AND DIVERSITY:</b> .....	3
<b>HEALTH, SAFETY, AND SECURITY:</b> .....	3
<b>PRIVACY:</b> .....	3
<b>NO FORCED LABOUR, (MODERN) SLAVERY, OR HUMAN TRAFFICKING:</b> .....	3
<b>NO CHILD LABOUR:</b> .....	3
<b>FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING</b> .....	4
<b>LABOUR CONDITIONS:</b> .....	4
<b>WORK CULTURE:</b> .....	4
<b>3. MANNING RESPONSIBILITY</b> .....	<b>4</b>
<b>4. SUPPLY CHAIN RESPONSIBILITY</b> .....	<b>4</b>
<b>5. GOVERNANCE</b> .....	<b>5</b>
<b>6. REPORTING CONCERN</b> .....	<b>5</b>



## 1. INTRODUCTION

At J.A. Shipping, we are committed to conducting our business with integrity, honesty, and transparency. We are dedicated to upholding human rights in all aspects of our operations and business activities. We recognize the fundamental importance of respecting and promoting human rights. We respect and support the dignity, well-being, and human rights of our employees and anybody involved in our operations and organization. Our commitment to human rights is embedded in our corporate culture, policies, and practices. We believe that respecting human rights is not only a moral imperative but also essential for sustainable business practices and positive social impact.

The Human Rights Policy takes account of the interests of our various stakeholders. They include our employees, shareholders, financial institutions, suppliers, clients, government bodies, and the communities in which we operate.

### TO WHOM DOES THIS POLICY APPLY

The Human Rights Policy applies to J.A. Shipping, and all its employees performing work for J.A. Shipping. This includes current employees and persons working for J.A. Shipping through an employment agreement or persons working through an employment agency. We promote the same principles in our relationships with customers, suppliers, and other business partners.

### WHAT IS EXPECTED FROM YOU

The Human Rights Policy is essential in the day-to-day business of J.A. Shipping.

J.A. Shipping expects you to avoid any behavior which constitutes a (potential) breach of the Human Rights Policy even if you think it would benefit the company.

If you encounter challenges or dilemmas that may raise questions, please don't hesitate to reach out to our HSE Manager for guidance and clarification at [info@jashipping.com](mailto:info@jashipping.com). You can also contact our Whistleblower team at [whistleblower@jashipping.com](mailto:whistleblower@jashipping.com).

## 2. J.A. SHIPPING'S HUMAN RIGHTS AND LABOUR PRINCIPLES

We endorse the principles of the UN Guiding principles on Business and Human Rights (UNGPs) and implement our commitment to respect human rights via our Code of Conduct, and via our internal policies and procedures.

The Human Rights Policy is developed in line with the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding principles on Business and Human Rights, the OECD Due Diligence Guidance for Responsible Business Conduct, and applicable national and international labour laws, including the conventions of the International Labour Organization and selection of procedures for employment of personnel at sea.

J.A. Shipping's commitment to Human Rights is reflected in the following key areas:

**NO DISCRIMINATION AND HARASSMENT:**

J.A. Shipping is committed to prevent undesirable conduct such as discrimination, harassment, bullying, intimidation, and abuse of authority. We prohibit all forms of discrimination, harassment, and unfair treatment based on race, color, gender, language, religion, political or other opinion, caste, national or social origin, property, birth, union affiliation, sexual orientation, health status, family responsibilities, age and disability, or any other characteristic protected by applicable law.

**EQUAL OPPORTUNITIES, FAIR TREATMENT, AND DIVERSITY:**

At J.A. Shipping we respect and encourage diversity. We believe in equal opportunities for everyone and fair treatment. Hiring, remuneration, benefits, training, advancement, discipline, dismissal, retirement, or any other employment-related decisions will be based on relevant and objective criteria.

**HEALTH, SAFETY, AND SECURITY:**

Health and Safety are a top priority in everything we do. The overall objective for J.A. Shipping is to ensure safety during all work processes, prevention of human injury and loss of life, damage to vessels and equipment, and avoid damage to the environment. We align our business practices with the United Nations Guiding Principles on Business and Human Rights. We prioritize the protection and welfare of our employees, partners, client, and suppliers, in every aspect of our operations. Not only do we follow legal and contractual requirements; we also embed health, safety and security risk management in our daily operations and decision-making.

All officers employed by J.A. Shipping are required to possess proficient English language skills, both in verbal and written communication. All ratings employed by J.A. Shipping are required to possess English language skills, as a minimum verbally, so they can understand emergency and work instructions.

J.A. Shipping continuously evaluates the need for further training that can contribute to the overall objective of safe, efficient, and competitive vessel operation.

J.A. Shipping continuously improves safe and healthy working conditions through the QMS and in accordance with the ISO 45001 standard (equivalent).

J.A. Shipping's Quality Management System offers more specific strategy and policy towards employee involvement, health and safety. All employees, suppliers and partners are obliged to follow the QMS and the J.A. Shipping Code of Conduct when working for the company.

**PRIVACY:**

At J.A. Shipping we respect the right to privacy and ethical use of personal data. We use personal data in compliance with global data privacy laws and regulations, including the EU General Data Protection Regulation.

**NO FORCED LABOUR, (MODERN) SLAVERY, OR HUMAN TRAFFICKING:**

J.A. Shipping does not tolerate any form of forced or involuntary labour and any form of slavery or human trafficking. We are committed to prevent these practices.

**NO CHILD LABOUR:**

J.A. Shipping does not tolerate child labor. We apply the national laws and regulations on the applicable statutory minimum age for workers. We will in no event employ children below the age of 18 years for work at sea. We will take appropriate measures in case child labour or abuse is suspected either within



our own organization or with one of our suppliers, subcontractors, partners or any other third party we do business with.

**FREEDOM OF ASSOCIATION AND THE RIGHT TO COLLECTIVE BARGAINING:**

At J.A. Shipping we uphold the rights of our employees to freedom of association and collective bargaining, ensuring that they can voice their opinions, concerns, and grievances.

**LABOUR CONDITIONS:**

J.A. Shipping applies fair employment practices in every aspect of its business and offers good and competitive terms of employment. All employees work based on a freely agreed, written employment contract with clear terms and conditions in a language they understand. We apply applicable national legal requirements and agreed industry standards regarding wages and working hours. All employees have wage and employment conditions, including holidays and leave, in accordance with the ILO conventions.

**WORK CULTURE:**

At J.A. Shipping we are deeply committed to upholding labour rights and promoting fair and ethical labour practices across all aspects of our organization. We prioritize the well-being of our workforce. We cultivate a supportive work environment characterized by open communication and mutual respect.

Our commitment to transparency extends to our open-door policy, welcoming suggestions, ideas, and constructive criticism from all team members. By nurturing a culture of openness and collaboration, we empower our employees to contribute their perspectives and insights, ensuring that their voices are heard and valued.

### 3. MANNING RESPONSIBILITY

The Manning Department is responsible for hiring crew members with the required papers and in accordance with additional requirements set out in the J.A. Shipping Code of Conduct and this Human Rights Policy.

The Fleet Manager is responsible for verifying that any employee on the vessel is minimum 18 years of age.

The Master is responsible for verifying the identity off all seafarers on the vessel, and that they are carrying valid certificates. Certificates must be available in their original form to meet the requirements for validating each seafarer's position on board. The original Certificate of Competence (CoC) for each seafarer must be on board at all times during the seafarer's stay on board, to meet with requirements from flag state- and port state authorities. The Master may not accept photocopies of Certificate of Competence (CoC).

### 4. SUPPLY CHAIN RESPONSIBILITY

At J.A. Shipping we find the maintenance of high standards throughout the supply chain crucial for ensuring ethical conduct and responsible business practices. We conduct ourselves with honesty, transparency, and integrity in compliance with applicable laws, the Human Rights and Labour



standards as well as the J.A. Shipping Code of Conduct. We expect our business partners and suppliers to do the same.

Suppliers and business partners are expected to adhere to the J.A. Shipping Code of Conduct when selecting their own suppliers. The core principles outlined in our Human Rights policy are integrated into the J.A. Shipping Code of Conduct to ensure alignment across our supply chain. Our Code of Conduct forms part of the contractual relationship between J.A. Shipping and the supplier/ business partner.

## 5. GOVERNANCE

The compliance of the Human Rights Policy is overseen by the HSE Manager. Additionally, internal and external auditors conduct regular audits to ensure adherence to the Human Rights Policy and the J.A. Shipping Code of Conduct.

Furthermore, the board of management and our legal team conducts annual reviews of the J.A. Shipping policies in collaboration with the HSE Manager. This ensures that our commitment to human rights remains robust and aligned with evolving standards and best practices.

## 6. REPORTING CONCERNS

At J.A. Shipping, we take allegations of policy breaches seriously and are committed to addressing them swiftly and effectively. Your cooperation in upholding our Human Rights Policy and the J.A. Shipping Code of Conduct is essential in ensuring that we maintain the highest standards of ethical conduct and accountability in all our business dealings.

If you are an employee, supplier, or business partner of J.A. Shipping and you become aware of any potential breach of our Human Rights Policy by anyone involved in our business operations, we encourage you to report it promptly. You can do so by contacting the HSE Manager directly, or you can follow the procedures outlined in our Whistleblower Policy.

To report any concerns, incidents or suspected misconduct related to this Human Rights Policy, please email the Whistleblower team at [whistleblower@jashipping.com](mailto:whistleblower@jashipping.com). Your report will be handled and investigated by our Whistleblower team.