

 <p>HÖEGH AUTOLINERS MANAGEMENT</p>	<p>HUMAN RIGHTS POLICY</p>	<p>Sect: QGHR 1.0.2 Page: 1 - 2 Owner: RIVEL Appr: LAEXN Date: 13/01/2025</p>
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HUMAN RIGHTS POLICY

Purpose:

Höegh Autoliners recognises our people, partners and suppliers are critical to delivering on our strategy and our long-term success. The purpose of this policy is to summarise our responsibility and commitment to operate in an ethical and moral way whilst human rights are upheld across our business and our value chain. We strive to have a clear framework and key principles to ensure human rights are protected and respected.

Scope:

This policy applies to all Höegh Autoliners' (HA), HTMI and Höegh Fleet Services (HFSC, HFSP) employees. It has relevance for all employees working for Höegh Autoliners including all temporary personnel, consultants and others who act on behalf of or represent the Company.

Policy

We base our human rights policy commitment on the International Bill of Human Rights and the principles concerning fundamental rights set out in the UN *Guiding Principles on Business and Human Rights* and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. We follow the OECD Guidelines for Multinational Enterprises and are a signatory to the United Nations Global Compact.

All our operations shall comply with local and relevant international legislation and generally accepted frameworks, in particular with respect to internationally recognised human and labour rights. We are committed to respecting all internationally recognised human rights as relevant to our operations and that our operations shall be sustainable.

Key human rights issues are embedded in our Code of Conduct as well as our Supplier Code of Conduct. We report our performance in the annual Sustainability Report based on the criteria appropriate to us in the Global Reporting Initiative. All persons representing Höegh Autoliners and its subsidiaries are required to follow our Code of Conduct.

We also recognise that we must take steps to identify and address any actual or potential adverse impacts with which we may be involved whether directly or indirectly through our own activities or our business relationships. We are therefore committed to perform human rights due diligence and believe that this is an ongoing process that requires particular attention at certain stages in our business activities, such as when we form new partnerships or our operating conditions change, as these changes may create new potential or actual impacts on human rights. We manage these risks by integrating the responses to our due diligence into our policies and systems and actioning findings.

Overall, Höegh Autoliners aims to be a place where our people can do their best work and be their best selves. We are committed to an organisational culture which is characterized by integrity, openness and respect. Ethics and compliance are integrated parts of what we do. We prioritize diversity and aim to foster a culture rooted in collaboration, growth, inclusion and mobility so our people can achieve their full potential.

We are therefore committed to:

- Attracting and retaining the best talent for our business.
- Creating an inclusive and diverse culture where trust, respect and fair treatment are foundational.
- Providing a safe working environment and ensuring the wellbeing of our people.
- Demonstrating a high ethical standard, as outlined in our Code of Conduct.

HÖEGH AUTOLINERS MANAGEMENT

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- Zero tolerance for harassment, discrimination and exclusion *based on race, colour, religion, sex, national origin, age, disability, sexual orientation, gender identity, or any other characteristic protected by applicable law*
- Zero tolerance for forced labour, child labour or any practice that constitutes trafficking in persons or slavery.
- Rewarding our people with a fair and competitive salary and benefits packages and an opportunity to share in the success of the business.
- Protecting the rights of women, ensuring equality and fair treatment
- Supporting people's career and personal development goals where these are aligned with our existing and emerging business needs.
- Developing our future leaders and encouraging internal mobility.
- Providing our people with flexible working opportunities
- Protecting our people's right to freedom of association and collective bargaining.
- Complying with all applicable laws, regulations and other legal requirements in all locations where we conduct business.
- Protecting the privacy and confidentiality of information about our people.
- Transparency and open dialogue to ensure inclusion in our decision-making approach.
- Providing the possibility for anonymous whistleblowing through "Speeki", a platform for speaking up in a safe and compliant way.