

# Maersk Tankers

# Sustainability Policy

The objective of this policy is to reduce risk and harm to people, assets and the environment contributing to consistent and incident free service delivery through Constant Care.

This policy covers health, safety, security, environment, drug & alcohol, labour conditions, training, anti- corruption, and responsible procurement.

Underlying this policy is the management's full commitment to the Maersk Values and its Policies.

We place a high priority on the health, safety and security of our employees and assets as well as on the wellbeing of all those contributing to or affected by our operations.

We strive to ensure this by managing risks and changes with prudence and promoting a strong safety culture. It is the objective of Maersk Tankers to provide a safe workplace with zero work-related injuries. We promote good occupational health and a healthy lifestyle for all our employees.

We are committed to the protection and conservation of the environment, and we aim to continuously reduce emissions, optimise our operations, ensure zero spills, zero incidents, thereby avoiding harm to the environment, and to find innovative and timely solutions for improvement.

We are committed to building and improving the resilience of our organization. Our crisis management ensures business continuity and disaster recovery.

Cyber risks are managed by a proactive Information Security Code of Conduct.

We provide good and fair conditions for our employees and ensure their welfare in compliance with international labour conventions. We further ensure a respectful and inclusive workplace, which also means a zero tolerance for harassment, discrimination or bullying in any form.

No employee, contractor, or visitor shall consume, be under the influence, or in possession of any alcohol or drugs while on-board our vessels.

We develop employee skills and competencies by continually raising awareness and impartment of training.

We have zero tolerance for bribes and facilitation payments.

We require our strategic suppliers to adhere to the principles of the UN Global Compact.

We commit to continual improvement as a principal driver by knowledge-sharing practices and the timely review of our management systems while always meeting or exceeding all applicable legislative and regulatory requirements.

*Tina Revsbeck*  
Tina Revsbeck CEO,  
Maersk Tankers A/S