

## **HURTIGRUTEN GROUP FREEDOM OF ASSOCIATION POLICY**

Version: 1.0	Place and date: Oslo, April 20th 2023
Owner: CEO Hurtigruten Group	

The Hurtigruten Group supports the implementation of the relevant laws and regulations of the countries where it operates relevant to freedom of association for workers and employees. The Hurtigruten Group complies with applicable laws protecting the rights of workers to freely associate in accordance with core International Labour Organization (ILO) conventions. All of our businesses globally must respect the rights of workers to freely associate, organize and bargain collectively in accordance with applicable laws and the customs of the countries in which they are employed.

The Hurtigruten Group recognises the role of lawful and independent workers and employees' representative organisations in creating a constructive working environment. Where employees are represented by a legally recognised union, the Hurtigruten Group is committed to bargaining in good faith with the employees' freely chosen representative. All of our businesses must respect the rights of workers to communicate openly with management regarding working conditions without fear of retaliation, harassment, intimidation, penalty or interference.

The Hurtigruten Group requires that our business partners comply with the obligation to permit their workers to freely associate.