



## DFDS A/S - Anti-Slavery & Human Trafficking Statement

DFDS A/S (the 'Company') is northern Europe's largest integrated shipping and logistics company with around 11,000 employees located on ships and in offices across 23 countries and provides freight and logistics services in Europe, UK and Turkey including trailers, containers and rail.

The organisational structure comprises of two divisions and corporate service functions. The Ferry Division operates the Company's route network, divided into six business areas: North Sea North, North Sea South, Baltic Sea, Channel, Mediterranean and Passenger. The Logistics Division operates the Company's logistics activities, divided into two sub-divisions: Dry goods and Cold Chain. Both sub-division are divided into three business areas: UK & Ireland, Continent and Nordics. The division has three additional business areas: Truck & driver management, Strategic sales and Contract logistics.

The Company is committed to ensuring that modern slavery and human trafficking does not exist within its supply chain or within any part of the DFDS organization and to increase transparency and awareness. The Company and the DFDS Group through its HR policies and procedures enforce not only compliance with national laws but also the fundamental international conventions protecting the rights of employees including employees employed through third parties in a number of areas including the freedom from modern slavery and human trafficking. Furthermore, the Company has implemented an internal Code of Conduct that requires all employees within the Group to act ethically and responsibly, both in several specific contexts and in their dealings on behalf of the DFDS Group in general.

The Company has joined the IMPA ACT, a responsible supply chain management programme. The Company has also joined the UN Global Compact – the UN's guiding principles on business and human rights. The said policies have been included in the Company's procurement requirements which are thus based on the general principles contained in the UN Global Compact as made operational with the UN Guiding Principles on Business and Human Rights, referencing the International Bill of Human Rights (IBHR), the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work (ILOD), the Rio Declaration on Environment and Development, the United Nations Convention against Corruption, and other relevant international principles. The Company and the DFDS Group have systems and controls in place to ensure transparency and that slavery and human trafficking is not taking place within its own organisation and requires its suppliers to do the same including where relevant through assessments. Training in the above is undertaken to ensure understanding and compliance across the Group.

- DFDS takes proactive measures to ensure that within our business we are open and transparent in the way we operate, thus ensuring that our transactions and relationships are firmly compliant with our responsibilities under the Modern Slavery Act. We have reviewed our temporary agency staff supplier contracts to ensure compliant with Modern Slavery legislation and that they conduct regular audits in order reduce any possible exposure in this potentially higher risk area.

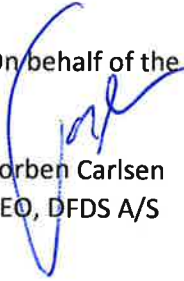
- In 2022 we will launch the DFDS Labour Code of Conduct describing the conditions that employees within DFDS can expect from their employment. The code specifies that all elements of forced and bonded labour is unacceptable within DFDS and through our value chain.

Additionally, the business operates a confidential compliance line which is available to all employees and third parties for the reporting of concerns.

We understand that the modern slavery risk is not static. We aim to ensure that employees involved in recruitment, procurement and management have an appropriately high level of understanding of our Code of Conduct and the risk of modern slavery and human trafficking and that there is a general level of awareness across our business to identify any concerns should they arise.

This statement is made under Section 54 of the Modern Slavery Act 2015 and reflects the Company's slavery and human trafficking statement for the financial year 2021.

On behalf of the DFDS Group



Torben Carlsen  
CEO, DFDS A/S