

ENABLING OFFSHORE WIND



# Human Rights Policy





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Havfram is committed to developing an organizational culture which implements a policy of support for internationally recognized human rights and seeks to avoid complicity in human rights abuses. We support the principles contained within the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the ILO Core Conventions on Labor Standards.

Havfram seeks to identify, assess and manage human rights impacts within our value chain in line with the following policy aims:

## **Employees**

To respect the human rights of our employees, including non-discrimination, prohibition of child and forced labor, and freedom of association and the right to union membership.

## **Suppliers and Contractors**

Havfram shall comply with this policy when selecting suppliers and contractors, and to monitor suppliers and contractors' performance where appropriate ensuring that no child, forced, trafficked or slave labor in the Havfram value chain.

## **Local Communities**

Havfram shall respect the cultures, customs and values of the people in communities in which we operate. We will contribute within the scope of our capabilities, to promote the fulfillment of human rights and be a positive influence in areas of where we operate. Havfram will have an open dialogue with stakeholders to ensure the provision of security is consistent with this policy, best practice and relevant laws of the regions in which we operate. Security measures will follow a risk based approach and any engagement of a threat will follow National law.

## **Society**

Havfram will manage this policy in a responsible way and promote international recognized human rights along with environmental sustainability for our areas of operation. We will uphold a high standard business ethics and integrity to ensure that we are contributing to expectations of modern society in this matter.

## **Modern Slavery and Human Trafficking Statement**

Our Slavery and Human Trafficking Statement is part of our efforts to respond to the UK Modern Slavery Act and, more broadly, our understanding of the potential human rights impacts of our global business.

**Ingrid Due-Gundersen**

GROUP CEO



