

STATEMENT ON THE HUMAN RIGHTS POLICY IN TALLINK GRUPP

AS Tallink Grupp and its subsidiaries are committed to conduct business in a responsible manner with the respect to human rights as an important part of our values, referring to the rights and principles expressed in the International Bill of Human Rights, the European Social Charter, the ILO Declaration on Fundamental Principles and Rights at Work and conventions on protection of employees.

We implement our commitment to respect human rights via our Supplier Code of Conduct and our Employee Code of Conduct which include basic labour rights such as freedom of association and collective bargaining, prohibition of forced labour and child labour, prohibition of discrimination in employment relationships, working and rest time standards, and occupational safety and health.

Freedom of association and collective bargain

In accordance with statutory and regulatory requirements, employees have the right to join a union or labour organisation and to collective bargaining.

Prohibition of forced labour and child labour

We ensure that all employment aboard our ships and within our operations is voluntary and based on free choice. All terms and conditions of employment, including wages, working hours, and benefits, are communicated clearly and agreed upon freely by both parties. We ensure that the minimum age for employment complies with applicable national laws and regulations, as well as international standards.

Prohibition of discrimination in employment relationships

We recognize the value of diversity and believe that every person should have equal opportunities for employment and advancement, free from discrimination. Therefore, we prohibit all forms of discrimination in our employment relationships.

Working and rest time standards

Working hours and rest periods in between work must be within the local legal limit. We compensate employees fairly for any overtime work performed in accordance with applicable laws, regulations, and collective bargaining agreements.

Occupational safety and health

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats. We conduct comprehensive risk assessments and hazard identification processes to identify and mitigate potential occupational hazards and risks associated with our operations. This includes assessing risks related to workplace conditions, equipment, machinery, hazardous materials, and work processes.

We acknowledge the importance of protecting employees of our companies as well as the passengers on our vessels and the customers on shore affected by our business. Therefore, we regularly assess our impacts of human rights in the context of our business strategy and day-to-day work.

We promote compliance with responsible business practices also with our business partners and we expect all employees, suppliers, contractors, and business partners to comply with these human rights standards.

AS Tallink Grupp has an anonymous whistleblowing system and channel to submit complaints that can be used by employees who feel that their rights have been violated or harmed.