

TALLINK GRUPP HUMAN RIGHTS POLICY STATEMENT

At **Tallink Grupp**, we are committed to conducting business in a responsible manner that respects and upholds the fundamental human rights of all individuals impacted by our operations, including our employees, customers, supply chain partners, and the communities in which we operate. Our policy is guided by the **International Bill of Human Rights**, the **European Social Charter**, and the **ILO Declaration on Fundamental Principles and Rights at Work**. We continuously strive to ensure that these rights are respected throughout our operations and value chain, from our employees and customers to our suppliers and business partners.

1. Scope and Commitment

We implement our commitment to human rights through:

- **Employee Code of Conduct and Supplier Code of Conduct**, which include basic labour rights, protection against forced and child labour, non-discrimination, and standards for working conditions.
- Extending our commitment to cover **customer rights, supply chain due diligence**, and broader **value chain human rights** impacts.

2. Respect for Employee Rights

We respect the fundamental labour rights of our employees, ensuring that their working conditions meet or exceed applicable national and international standards. This includes:

- **Freedom of Association and Collective Bargaining:** We respect the right of all employees to join trade unions or labour organizations and to engage in collective bargaining.
- **Prohibition of Forced Labor and Child Labor:** All employment within Tallink Grupp is voluntary and based on free choice. We strictly prohibit forced, bonded, or child labour in any form.
- **Non-Discrimination in Employment:** We are committed to promoting diversity and inclusion, providing equal opportunities for employment and advancement to all individuals, regardless of race, gender, nationality, disability, or any other characteristic.
- **Occupational Safety and Health:** We maintain a safe and healthy working environment, with comprehensive risk assessments to identify and mitigate workplace hazards.

3. Customer Rights

Tallink Grupp recognizes the importance of respecting the rights of our passengers and customers. Our commitment includes:

- **Safety and Security:** We ensure that our passengers travel in a safe and secure environment, free from harassment or unsafe conditions, both onboard our vessels and at our facilities.
- **Privacy and Data Protection:** We respect the privacy of our customers and ensure that their personal data is handled with the highest standards of confidentiality and security, in compliance with GDPR and other applicable regulations.
- **Accessibility and Inclusivity:** We are committed to providing inclusive services that cater to passengers with different needs, ensuring equal access to all facilities and services.

4. Human Rights in the Supply Chain

Tallink Grupp recognizes the importance of extending human rights protections to our global supply chain. We are committed to:

- **Supplier Code of Conduct:** We expect all suppliers and business partners to adhere to our human rights standards, including the prohibition of forced labour, child labour, and discrimination in employment.
- **Supply Chain Due Diligence:** We implement rigorous due diligence processes to identify, assess, and mitigate any potential human rights risks within our supply chain. This includes regular audits, risk assessments, and the requirement for suppliers to demonstrate compliance with local laws and international human rights standards.
- **Transparency and Accountability:** We require transparency from our suppliers, ensuring that human rights risks are identified and managed. Tallink Grupp has mechanisms in place to hold suppliers accountable if violations are discovered.

5. Business Relationships and Value Chain Impacts

As part of our broader value chain, Tallink Grupp is committed to promoting responsible business practices among our contractors, joint ventures, and other business partners. This includes:

- **Human Rights Expectations in the Value Chain:** We expect our partners to comply with the same human rights standards we uphold internally. This includes respect for labour rights, customer rights, and non-discrimination policies.
- **Collaborative Efforts:** We engage in dialogue with our partners to ensure they are aligned with our human rights values and standards, providing guidance and support to help them meet these expectations.
- **Risk Mitigation in Value Chain:** We actively monitor human rights risks across the entire value chain and take corrective action when necessary.

6. Whistleblowing and Grievance Mechanisms

Tallink Grupp provides a confidential and anonymous whistleblowing system that enables employees, customers, and other stakeholders to report any human rights violations or concerns without fear of retaliation. We investigate all reports thoroughly and take appropriate action to resolve issues.

7. Ongoing Assessment and Reporting

In line with the **European Sustainability Reporting Standards (ESRS)**, Tallink Grupp regularly assesses its human rights impacts through:

- **Continuous Monitoring:** We monitor and assess human rights risks across our operations, customers, supply chain, and value chain. This process involves regular audits, stakeholder engagement, and the integration of human rights considerations into our risk management framework.
- **Transparent Reporting:** We report on human rights issues as part of our broader sustainability and ESG reporting, ensuring transparency in our performance and progress. We disclose relevant human rights metrics, risk assessments, and actions taken to mitigate risks.

8. Conclusion

At Tallink Grupp, our commitment to human rights is an integral part of our corporate values and business strategy. We continuously strive to uphold the highest standards of human rights throughout our operations, supply chain, and value chain. We believe that respecting and protecting human rights is essential for the long-term sustainability of our business, our people, and the communities we serve.