

EMPLOYEE CODE OF CONDUCT



DANSKE
Patruljeskibe



PURPOSE AND SCOPE

Our Employee Code of Conduct is applicable to all employees at Danske Patruljeskibe K/S. The code describes our commitments, what we need to comply with, and how we can help each other in our daily routines to live up to these commitments.

OUR EMPLOYEE CODE OF CONDUCT IS DIVIDED INTO FIVE OVERALL TOPICS:

- ANTI-CORRUPTION & BUSINESS ETHICS
- HUMAN RIGHTS POLICY
- DISCRIMINATION AND HARASSMENT POLICY
- HEALTH, SAFETY AND WELL-BEING POLICY
- ENVIRONMENT AND CLIMATE POLICY





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Employee Code of Conduct

Our Employee Code of Conduct is applicable to all employees at Danske Patruljeskibe K/S. The code describes our commitments, what we need to comply with, and how we can help each other in our daily routines to live up to these commitments.

Employees who believe there has been a violation of this Code of Conduct should report it directly to the CEO or CFO in Danske Patruljeskibe K/S.

ANTI-CORRUPTION AND BUSINESS ETHICS

Corruption and corrupt practices come in many forms, but all have in common that they promote inequalities, lead to distortion of competition, place employees and businesses at risk, tarnish reputation, and have a detrimental effect on society.

Danske Patruljeskibe K/S works with a wide array of partners and suppliers and it is essential that the relationships we build are based on trust and a mutual understanding of responsible and ethical business conduct. Being upright and trustworthy is essential in any business relationship.

We expect our employees to:

- Have a zero-tolerance policy towards all forms of corruption and corrupt practices.
- Never engage in bribery, facilitation payments, or any other forms of corrupt practices.
- Work with integrity and set the right example, and in all business dealings behave ethically.
- Speak up if witnessing someone engaging in corrupt practices.
- Be transparent about challenges and business dealings, and address issues openly.



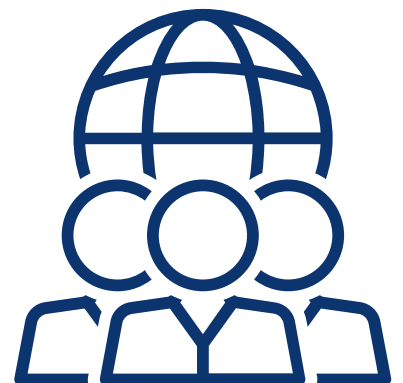


HUMAN RIGHTS POLICY

Human rights are at the very core of every responsible business. We aspire to be recognized as a company with a preeminent professional working environment where our employees feel safe and valued and where their human rights are respected. In this regard our employees are vital to prevent and mitigate adverse human rights impacts.

We expect our employees to:

- Respect human rights as outlined by the [UN Guiding Principles on Business and Human Rights](#).
- Have a zero-tolerance towards slavery and human trafficking.
- Conduct human rights due diligence and make sure business partners and suppliers respect human rights.
- Treat everyone in a respectful manner and with dignity.
- Inform the CEO or CFO in Danske Patruljeskibe K/S immediately about any severe impacts that you become aware of; with us or our business relationships.
- Contribute to, and ensure, that our working environment feels safe, tolerant, and supportive.
- Speak up if someone's human rights are being impacted.





DISCRIMINATION AND HARASSMENT POLICY

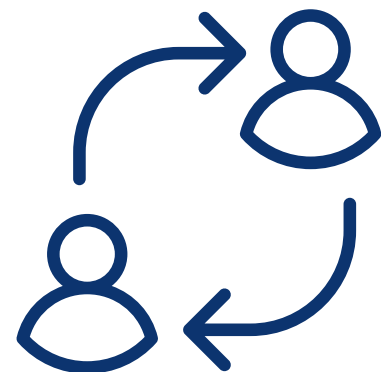
The right to non-discrimination is one of the 48 human rights listed in the *International Bill of Human Rights*.

Danske Patruljeskibe K/S is committed to respecting human rights. All employees should feel safe, secure, and comfortable when coming to work.

The work environment should be one of tolerance, respect, and inclusion, free from any forms of discrimination, hostility, and harassment.

We expect our employees to:

- Have zero-tolerance towards all forms of discrimination and harassment.
- Refrain from discriminating in recruitment and promotion processes, as well as in our daily business interactions.
- Provide and ensure a secure workplace free from all forms of discrimination and harassment.
- React promptly to any discrimination or harassment case brought to attention.
- Show respect and treat our surroundings in the same manner we would like to be treated.
- Speak up when seeing someone being subjected to discriminatory or degrading behavior.





HEALTH, SAFETY AND WELL-BEING POLICY

Occupational health, safety and well-being is essential in any workplace. Danske Patruljeskibe K/S is dedicated to providing the best possible working environment for our employees as this is a necessary and vital condition for ensuring job satisfaction, health and safety, a positive work life, and for Danske Patruljeskibe K/S to be an attractive workplace.

The health and well-being of our employees is important, therefore we support a culture where well-being and a good physical work environment are prioritized.

We expect our employees to:

- Alongside Danske Patruljeskibe K/S invest in the workplace's health, motivation and safety, and systematically improve the working environment.
- Be aware of the necessary precautions in order to protect yourself, your co-workers/colleagues, and any visitors.
- Report all accidents, near-misses, injuries, and unsafe acts and conditions.
- Keep an eye out for colleagues and immediately stop any unsafe behavior that might be witnessed.





ENVIRONMENT AND CLIMATE POLICY

At Danske Patruljeskibe K/S, we are respectful of the environment and the climate, and strive to reduce the adverse impacts from our own operations and value chain.

We want to take environmental and climate considerations into our business operations and ethics and find new ways of thinking.

We expect our employees to:

- Be actively involved in improving Danske Patruljeskibe K/S' environmental footprint.
- To involve and engage stakeholders in improving Danske Patruljeskibe K/S' environmental footprint.
- Reduce work travel – hold virtual meetings instead.
- Turn off unnecessary lighting and machinery – including standby and chargers.
- Take care of the environment and climate as part of our everyday routines.





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