

MPC Container Ships ASA: Human Rights Policy

Last amended and adopted by the Board of
Directors on February 26, 2024

Our business at MPC Container Ships ASA ("**MPCC**") has a direct impact on the human rights of not only our employees, but people across the globe, both through our supply chain and in the trading areas we operate in.

We conduct our operations in a way that preserves the inherent dignity of every person we impact. Although we may not have a business relationship with everyone throughout the entire supply and value chain directly, we acknowledge the impact we have and our responsibility going along with it. We're working on increasing the visibility to ensure that the human rights of those we do not have a direct relationship with are respected.

MPCC is committed to respecting human rights as defined in the [International Bill of Rights](#), the [ILO Fundamental Conventions on Labour Standards](#) and the [UN Guiding Principles on Business and Human Rights](#).

This policy applies to everyone at MPCC and its subsidiaries and we expect this policy to be followed by our ship and crew managers, contractors, temporary personnel, and those who act on behalf of or represent us and third-party personnel, throughout our supply and value chains.

We abide by the following principles:

- we strive to foster a diverse workforce and ensure a constructive and pleasant working environment;
- support and respect the protection of internationally proclaimed human rights; and
- make sure that we are not complicit in human rights abuses.

Notwithstanding our commitment to respect all human rights, our salient human rights issues are:

- Crew working conditions;
- Ship recycling;
- Diversity, discrimination and minority rights;
- Supply chain management;
- Search and rescue; and
- Security response to piracy.

To achieve our commitment to respect human rights, we will:

- comply with all relevant local, national and international laws and regulations. Where local laws conflict with human rights standards defined by this document, we will comply with local laws, while working to uphold and promote our human rights commitments;

- not tolerate any human rights violations or indecent working conditions, neither internally nor from suppliers or service providers;
- ensure all employees, contractors and suppliers are aware of this policy and expect our contractors and suppliers to do the same for their employees;
- provide training on relevant human rights topics to our employees, and expect our contractors, to do the same; and
- seek to continually improve our human rights performance.

MPCC's Chief Compliance Officer takes ownership for this policy and has responsibility for its implementation. This policy will be reviewed every year.