

ANTI-HARASSMENT AND ANTI-BULLYING POLICY

Policy Purpose:

To ensure professional and exemplary conduct of employees and stakeholders and to maintain a work environment and culture in which people are treated with dignity, decency, and respect.

Policy Scope:

This Policy applies to all Hafnia employees onshore and at sea. Hafnia holds its contractors, vendors, and stakeholders working with, or on behalf of Hafnia, to equivalent standards. This Policy applies in all work-related settings, including in offices, on board vessels, at company or industry events, during business travel, in customer and port interactions, and work-related digital communications (email, Teams, and social media).

Harassment and bullying include, but are not limited to, any unwelcome behavior that demeans, humiliates, intimidates, or harms another individual's well-being, reputation, or sense of belonging. This may occur **verbally** (insults, name-calling, threats), **socially** (spreading rumors, public humiliation), **physically** (unwanted contact, intimidation, or damage to personal items), or **digitally** (cyberbullying, doxxing, or offensive conduct via email, chat or social media). Sexual harassment, including unwelcome sexual advances, comments, or conduct, is prohibited.

Policy Statement:

Hafnia strives to maintain a safe and welcoming working environment, free from intimidation and oppression, where every employee is treated with dignity and respect, no matter their role, background, or rank. **Hafnia does not tolerate discrimination, bullying or harassment of any kind.**

We promote a speak up culture, where employees are encouraged and expected to raise concerns – whether as a victim, witness, or bystander. Employees who witness or become aware of discrimination, bullying, harassment, retaliation, or other such misconduct are expected to report such conduct. Managers and supervisors who knowingly allow, tolerate, or fail to immediately report such misconduct, are in violation of this Policy and will be subject to disciplinary action. No retaliation will be taken against any individual who reports concerns in good faith or participates in an investigation.

Our Main Objectives are to:

Create a safe, inclusive, and harassment-free workplace, where every individual is valued for their contributions, by preventing and addressing all forms of harassment and bullying.

In Achieving this, the Following Must be Complied with:

- Familiarize oneself and act in accordance with this Policy and related people policies, and attend training where relevant.
- Managers and supervisors must reinforce these standards by educating employees and stakeholders, addressing concerns promptly, and ensuring complaints are handled confidentially, with all parties involved treated with equal dignity and fairness.
- Violations of this Policy may result in disciplinary action, up to and including termination.

How to Report:

Concerns can be escalated to your manager, the People, Culture & Strategy team (for onshore team members), or the Crewing/HSEQ Team (for seafarers). You may also make an anonymous report via Hafnia's Whistleblowing Platform. Please refer to Hafnia's Whistleblowing Policy for further information.