

Human Rights Policy for NH Towage A/S

Purpose and Scope

NH Towage A/S recognises its responsibility to respect and protect human rights in all parts of our operations, both at sea and on shore.

This policy describes our principles and expectations regarding human rights and labour rights for employees, business partners and suppliers.

The policy is based on internationally recognised standards, including the United Nations Guiding Principles on Business and Human Rights (UNGP), the core conventions of the International Labour Organization (ILO), as well as international maritime conventions, including the United Nations Convention on the Law of the Sea (UNCLOS), the International Maritime Organization (IMO), the International Convention on Maritime Search and Rescue (SAR), the International Convention for the Safety of Life at Sea (SOLAS), the International Convention on Standards of Training, Certification and Watchkeeping for Seafarers (STCW) and the Maritime Labour Convention (MLC 2006),

1. Human Rights

We are committed to respecting internationally recognised human rights in accordance with the UNGP and ILO standards.

We work to ensure that our activities neither violate nor contribute to the violation of the rights of others.

All individuals must be treated with dignity, respect and fairness, regardless of nationality, gender, religion, age, ethnicity or social status.

We expect all employees and business partners to act in accordance with these principles, and that any violations are reported and handled without delay.

2. Child Labour

NH Towage A/S does not accept any form of child labour.

We comply with ILO Convention No. 138 on minimum age and Convention No. 182 on the elimination of the worst forms of child labour.

At sea: NH Towage A/S does not employ persons under the age of 18.

On shore: Generally, all employees must be at least 18 years old, unless they are young persons between 15 and 18 years of age who are employed as apprentices, trainees or are undergoing education, and where such employment takes place in accordance with applicable legislation and safety regulations.

NH Towage A/S ensures that such young persons work under safe conditions, receive appropriate training and do not perform work that may harm their health, development or education.

3. Forced Labour

We reject all forms of forced labour, debt bondage or involuntary labour.

Employment at NH Towage A/S must always be voluntary, and employees must be free to terminate their employment with reasonable notice, in accordance with their employment contract.

No individual may be retained through threats, confiscation of documents or other forms of coercion.

4. Human Trafficking

NH Towage A/S does not tolerate any form of human trafficking.

We work to prevent our operations (including maritime transport and rescue situations) from directly or indirectly contributing to violations of individuals' freedom or safety.

At sea: When rescuing persons in distress at sea, we always act in accordance with international maritime conventions and ensure that rescued persons are treated humanely and handed over to the competent authorities in a safe and lawful manner.

5. Discrimination

We actively work to promote an inclusive and respectful working environment.

Discrimination, harassment and offensive behaviour are not tolerated in any form.

Everyone must be treated equally, regardless of nationality, gender, religion, age, ethnicity or social status.

We encourage a culture characterised by cooperation, trust and integrity.

6. Accidents and Safety

NH Towage A/S prioritises safety at sea and on shore as a core value.

At sea: Safety at sea follows international maritime standards, including SOLAS and MLC.

On shore: Safety on shore follows Danish occupational health and safety legislation and the company's internal procedures.

We follow international safety standards and have procedures in place to prevent accidents, protect life and ensure a healthy working environment.

All employees have a duty to report accidents, hazardous situations and deviations, so that we can learn from incidents and strengthen our safety culture.

7. Other Rights and Considerations

We respect the right to privacy, freedom of expression, freedom of association and the right to collective bargaining.

At sea: We work to protect vulnerable groups, including persons rescued at sea, by acting with respect for their dignity and rights.

NH Towage A/S continuously assesses its activities to identify and prevent any potential negative impacts on human rights.

8. Complaint Mechanisms

We encourage all employees, business partners and other stakeholders to report any suspected violations of human rights or this policy.

NH Towage A/S has established a whistleblower scheme and has therefore integrated internal and confidential channels for reporting complaints and concerns, and no one will be subject to retaliation for acting in good faith.

All complaints are handled seriously, confidentially and with respect for all parties involved.

9. Human Rights Due Diligence (HRDD)

NH Towage A/S carries out ongoing assessments to identify, prevent and mitigate negative human rights impacts in our operations and supply chain.

As part of this process, we will:

- Identify the most significant human rights risks in our activities
- Integrate the findings into our management systems and processes
- Monitor and report on progress in our efforts

10. Positive Contribution to Human Rights

In addition to respecting human rights, NH Towage A/S actively works to support and promote them in practice.

We contribute positively to the development of individuals and society through our focus on education, well-being and skills development within the maritime sector.

As part of our social responsibility, NH Towage A/S continuously takes on apprentices, ship assistants and trainees to strengthen the future of seamanship. We aim to provide young and new seafarers with the best possible conditions to develop both professionally and personally, in a working environment based on respect, safety and inclusion.

Our goal is to contribute to a strong, inclusive and competent maritime workforce, where everyone has the opportunity to participate, learn and grow regardless of background.

This commitment reflects our core values: good seamanship, responsibility and integrity, as well as our belief that a safe and learning environment is the foundation for sustainable development in shipping.

11. Remediation and Compensation

If NH Towage A/S identifies that we have caused or contributed to a negative impact on human rights, we will take responsibility to remedy the situation.

This may take place through dialogue, restoration, compensation or cooperation with relevant authorities and organisations to ensure fairness for those affected.

We are committed to learning from such incidents and strengthening our procedures for the future.

Follow-up and Responsibility

NH Towage A/S complies with national legislation and regulations in all areas of operation. Where conflicts arise between national legislation and internationally recognised human rights principles, NH Towage A/S will seek ways to comply with and respect the international principles.

Management at NH Towage A/S holds overall responsibility for the implementation and compliance with this policy.

The policy is reviewed and updated regularly as part of our ESG work and safety management system, to ensure continued compliance with international and national standards and legislation, as well as best practice within the shipping industry.

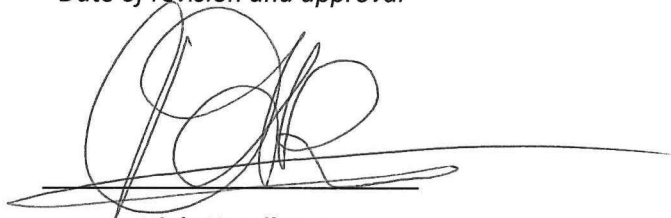
Approval and entry into force

This policy has been reviewed and approved by the executive management of NH Towage A/S.

The date below indicates the latest revision and formal approval by management:

1806 2026

Date of revision and approval



Niels Henriksen

Owner & CEO

Approval and Effective Date

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