



DAVELOR SHIPS SERVICES

# HUMAN RIGHTS STATEMENT

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**Version:** 1.0

**Effective Date:** June 2022

**Approved by:** Management

## 1. Commitment to Human Rights

Davelor is committed to upholding and respecting human rights across all aspects of our operations. Every individual deserves to be treated with dignity, fairness, and equality. Our responsibility is to promote and protect human rights while fostering a culture of respect and ethics throughout our organization. We also expect our business partners to uphold the same high standards, in line with our governing principles.

We strongly oppose all forms of human rights violations, including human trafficking, forced labor, exploitative working conditions, slavery, and child labor. These practices are strictly prohibited throughout our value chain.

## 2. Our Human Rights Priorities

Our human rights priorities focus on the following key areas:

- Maintaining safe, healthy, and respectful working conditions free from bullying and harassment.
- Ensuring fair and impartial treatment of all individuals, regardless of race, color, religion, gender, age, nationality, sexual orientation, disability, or any legally protected status.
- Advocating for fair employment conditions while supporting a healthy work-life balance.
- Opposing all forms of modern slavery, including human trafficking, forced labor, and child labor, throughout our value chain.
- Protecting the privacy and personal information rights of every individual.

## 3. Responsibilities and Expectations

Everyone working within or representing Davelor is expected to adhere to this commitment. We also require our suppliers and business partners to share these values and uphold these principles.

## 4. Continuous Commitment

This statement guides our daily operations. We believe that respecting human rights is not only a moral obligation but a vital foundation for building a sustainable and responsible workplace. We are committed to continuously evaluating and improving our practices to ensure the well-being and dignity of all those connected to Davelor.

## 5. Compliance Contact

For any questions regarding this Statement or to report a concern, please contact:

Email: [compliance@davelor.com](mailto:compliance@davelor.com)

All communications will be treated confidentially.