



SHIPPING GROUP

Human Rights Policy





Our Human Rights Policy



At JR Shipping Group we strongly believe that consistent adherence to and promotion of international agreements and standards around human rights are fundamental to both the present and the future of our international shipping organization. This belief is firmly rooted in our operations. There is an additional focus on our human source principles, to which the motto People First applies. We guarantee employees a working environment where there is no place for distinction or discrimination, and where equal opportunities exist for everyone. However, our responsibility

towards human rights, laid down in this JR Shipping Group Human Rights Policy, extends further. We actively involve parties in our value chain, our stakeholders and the local society and professional communities in which we operate.

Our commitment

JR Shipping Group is committed to conducting its business operations with the highest standards of ethics, integrity, and respect for human rights. This policy outlines our dedication and commitment to upholding internationally recognized human rights standards, as set forth in the International Bill of Rights and the International Labour Organization's (ILO) Declaration on the Fundamental Principles and Rights at Work, as well as principles of the UN Guiding Principles on Business and Human Rights (UNGPs).

JR Shipping Group recognizes that the protection and promotion of human rights are fundamental to the well-being of our employees, workers in the value chain, and stakeholders, as well as the communities in which we operate.

The commitment of JR Shipping Group extends to our alignment with the United Nations Sustainable Development Goals (SDGs), established in 2015. We particularly emphasize SDGs 4, 5, 8, 10, and 16, which underscore our focus on respecting human rights within our company:

- Quality Education (4)
- Gender Equality (5)
- Decent Work and Economic Growth (8)
- Reducing Inequality (10)
- Peace, Justice, and Strong Institutions (16)

We implement our commitment to respect human rights via our Code of Conduct, and other internal policies and procedures.

This policy applies to all employees within the JR Shipping Group, encompassing JR Ship Management BV, SeaZip Offshore Service BV, Confeeder Shipping & Chartering BV, JR Ship Crew BV, SeaZip Crew BV, JR Ship Brokers & Consultants BV, and JR Ship Investments BV.

JR Shipping Group expects all employees, contractors, and stakeholders to adhere to the principles outlined in this human rights policy. The commitment to human rights is integrated into all aspects of JR Shipping Group's business operations.

Core Principles

To ensure that human rights are respected, JR Shipping Group adheres to multiple core principles that foster business operations with the highest standards of ethics, integrity, and respect for human rights.



I. Equality and Non-Discrimination

1.1 Equal Opportunities:

JR Shipping Group is dedicated to providing equal opportunities for all employees, regardless of race, gender, ethnicity, religion, or any other characteristic.

1.2 Diversity and Inclusion

We embrace diversity and promote an inclusive work environment.

II. Labor Rights

2.1 Fair Wages

JR Shipping Group ensures fair and competitive wages for all employees.

2.2 Working Hours

We respect reasonable working hours and promote a healthy work-life balance.

2.3 Child Labor and Forced Labor

JR Shipping Group strictly prohibits child labor and forced labor in all operations.

III. Health and Safety

3.1 Safe Working Conditions

JR Shipping Group prioritizes the safety and well-being of employees by providing safe working conditions.

3.2 Health and Wellness Programs

We support health and wellness initiatives for our workforce.

IV. Freedom of Association and Collective Bargaining

4.1 Free Association

JR Shipping Group respects the right of employees to associate freely and engage in collective bargaining.

Employee Support and Rights

JR Shipping Group establishes effective grievance mechanisms to address concerns and complaints promptly. Whistleblowers are protected against retaliation, and confidential reporting channels are available. JR Shipping Group maintains confidentiality in human rights investigations and ensures non-retaliation against those who report violations.

Confidential Contact persons

Since 2022, two persons of confidence have been designated and trained for our entire organization, including all offshore and onshore colleagues. Persons of confidant are there for all colleagues to discuss confidential matters with, such as bullying, intimidation, sexual harassment, aggression, or discrimination. It is important that employees can turn to a confidant within the company with their problems.

Person of confidant for all seafarer colleagues

(but also for all onshore colleagues)

Matthijs van den Berg

T +31 (0)6 5125 8559

M mberg@jrshipping.com

Person of confidant for all onshore-based colleagues

(but also for all seafarer colleagues)

Eelco van der Heide

T +31 (0)6 1000 7112

M eheide@jrshipping.com

Supply Chain Responsibility

JR Shipping Group recognizes the critical role of its supply chain in upholding human rights principles. We go beyond mere transactions with suppliers; we establish meaningful partnerships built on shared values.

Our commitment to responsible sourcing extends to an evaluation of potential risks within our supply chain. By identifying and understanding these risks, we can proactively address challenges and promote positive impacts.

In order to foster a culture of ethical business practices among our suppliers, JR Shipping Group communicates its human rights expectations explicitly. We implement a clear and comprehensive code of conduct that outlines the principles and values we expect our suppliers to adhere to. This code serves as a guideline for responsible and ethical behavior, creating a shared understanding of the standards we uphold throughout our supply chain.

Community Engagement

JR Shipping Group recognizes the importance of being a responsible corporate citizen, especially when it comes to engaging with local communities. Our commitment to human rights extends beyond our immediate operations to the areas where we operate. We actively engage with local communities, respecting their rights, cultures, and traditions.

Environmental Responsibility

At JR Shipping Group, we recognize that environmental protection and human rights are interconnected. In our commitment to sustainable practices, we integrate human rights considerations into our environmental protection efforts. We believe that environmental stewardship goes hand-in-hand with respecting the rights and well-being of individuals and communities.

We actively promote sustainable practices that not only align with environmental goals but also uphold human rights standards. This includes minimizing our ecological footprint, adopting eco-friendly technologies, and supporting initiatives that contribute to a healthier planet.

Monitoring and Reporting

Regular audits and assessments ensure compliance our compliance and also that of our suppliers and stakeholders with the highest human rights standards. To achieve this, we conduct regular audits and assessments that scrutinize our operations, as well as those of our partners, to guarantee alignment with established human rights principles. Understanding the dynamic nature of human rights due diligence, we are dedicated to continual improvement.

This involves ongoing assessments of our human rights impacts, a thorough review of our due diligence processes, and vigilant monitoring of their effectiveness.

Review, Revision, and Accountability

This policy is subject to periodic review to ensure its effectiveness and relevance. JR Shipping Group is committed to a continuous improvement process in our human rights practices. This policy is subject to adaptations based on evolving laws and standards to remain in compliance with the latest developments, to ensure that our commitment remains robust, proactive, and in line with the most current global expectations.

The primary responsibility for implementing and enforcing the human rights policy lies with the managing owners. Additionally, the board of directors, key departments such as Crewing, QHSE, Chartering & Procurement, and Sustainability all play crucial roles. Ultimately, it is a collaborative effort that involves cross-functional teams working together to ensure the policy's effective integration and continuous improvement across the organization.

Violations of the policy will undergo a thorough review by the managing owners. Appropriate consequences will be applied based on the severity of the violation, ranging from a formal warning to the termination of partnerships or formal contracts. This approach underscores our commitment to maintaining business operations with the highest standards of ethics, integrity, and respect for human rights.

Appendix

International standards referred to in this Policy Statement include:

- International Bill of Human Rights, consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and the International Covenant on Environmental, Social and Cultural Rights
- The eight core conventions of the International Labour Organization: freedom of association and the effective recognition of the right to collective bargaining (Convention No. 87 and No. 98); the elimination of all forms of forced or compulsory labour (Convention No. 29 and No. 105); the effective abolition of child labour (Convention No. 138 and No. 182); and the elimination of discrimination in respect of employment and occupation (Convention No. 100 and No. 111).
- The ILO conventions on labour standards on working hours and the health and safety of its workers
- ILO Maritime Labour Convention (No. 186)
- UN Guiding Principles on Business and Human Rights



Download our Sustainability report: