

STENA METALL GROUP

HUMAN RIGHTS POLICY

The Stena Metall Group is committed to promoting sound and sustainable business practices with regards to environmental, economic, social and ethical matters. That commitment is expressed in our Code of Conduct, which contains the fundamentals of our approach to business. The purpose of this policy is to support and complement the Code of Conduct with specific regards to Human Rights.

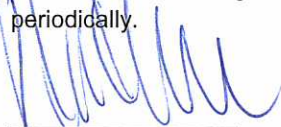
In the Stena Metall Group, we strive to have a positive impact for the people involved with our operations and in our sphere of influence. This policy aims to support that commitment, and is derived from internationally recognized Human Rights principles, including those set out in the International Bill of Human Rights¹, as well as the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

As stated in our [Code of Conduct](#), at Stena Metall:

- We shall guarantee fair employment conditions and opportunities for all our employees, without distinction or discrimination on the grounds of gender, age, national or ethnic origin, pregnancy, disease or disability, religion, sexual orientation, union membership or political affiliation.
- We aim to have a diverse workforce.
- We support and respect the right for all employees to enjoy the freedom of association of their choice and their right to bargain collectively.
- Our employees shall have access to a workplace free from harassment or abuse. We do not accept any form of violence, threats or destructive behavior in the workplace. We expect all our employees to respect human rights.
- We do not accept any form of political, religious or other propaganda in the workplace.
- We shall provide a safe and healthy working environment for all employees, contractors, visitors and suppliers.
- Employees shall receive the necessary information and training in order to perform their work safely, correctly and with good quality and results. The Stena Metall Group aims to offer its employees good training opportunities that enrich their work and lead to greater responsibility.
- We support the International Labour Organization's guidelines for the abolition of child labour within our sphere of influence.
- We do not accept any form of bonded or forced labour, nor do we accept the use of prison labour or illegal labour in the production of goods or services on our behalf.
- We encourage all our business partners to impose social and ethical requirements in their own value chains.

This policy applies to all companies and business areas within the Stena Metall Group. In order to support the policy, we aim to promote a better understanding of Human Rights issues throughout all business areas. This includes implementing procedures for identifying, preventing and mitigating any potential adverse Human Rights impacts that our business activities might contribute to.

The implementation of this policy will be followed up through reporting on Human Rights matters in the Group Sustainability report. For employees, any questions or concerns regarding Human Rights can be directed to your immediate supervisor or the HR department. Violations can also be reported to our anonymous Whistleblower function. For external parties, we welcome feedback or comments through our stakeholder dialogue. To ensure that the content is relevant and correct, this policy will be reviewed periodically.



Anders Jansson
President and CEO

¹ Consisting of the Universal Declaration of Human Rights and its two International Covenants, as established by the UN General Assembly.