

HUMAN RIGHTS STATEMENT

1. PURPOSE

CLdN is committed to operating with integrity, in alignment with our mission statement "to excel as an integrated provider of maritime links". This Human Rights Statement sets out CLdN's initiatives to respect human rights and complements CLdN's "Code of Conduct" and "Supplier Code of Conduct", which serve as the primary guides for ensuring accountability and ethical conduct within the organisation and within its value chain respectively.

This statement may be updated periodically, considering elements such as risk assessments and/or regulatory updates.

2. COMMITMENT

CLdN is committed to supporting and complying with applicable human rights, labour laws, and regulations. In addition, we are committed to operate in accordance with the following international conventions and recommendations:

- UN Guiding Principles on Business and Human Rights (UNGPs)
- UN Universal Declaration of Human Rights
- International Labour Organization's Declaration on the four fundamental principles and rights at work (ILO)
- OECD Guidelines for Multinational Enterprises

3. SCOPE

CLdN employees on land and at sea are expected to be aware of and act in accordance with this Human Rights Statement. Temporary and self-employed workers are also expected to act consistently with this Human Rights Statement when working for CLdN.

CLdN's suppliers are expected to operate in a manner consistent with this and other policies, as further indicated in CLdN's "Supplier Code of Conduct".

The Human Rights Statement is in some cases supplemented by specific company policies and procedures providing more detail. It is the responsibility of each employee to ensure they are aware of the policies and procedures that apply to their specific area of work.

4. CONTENT

4.1 Freedom of association and collective bargaining

CLdN upholds employees' freedom of association and the right to collective bargaining. We respect our employees' right to join or not join a trade union or employee representation of their choice, free from threat or intimidation. We recognize and respect the right to collective bargaining in accordance with applicable local law. Employees who act as representatives will neither be disadvantaged nor favoured in any way.

4.2 Working conditions: Health & safety

The safety, health, and well-being of our employees are paramount. In adherence to statutory regulations and industry standards, we provide a work environment that is safe and conducive to good health so as to preserve the health of employees, safeguard third parties, and minimize accidents, injuries, and work-related illnesses.

4.3 Remuneration and benefits

CLdN complies with minimum wage standards and laws. Employees are offered competitive compensation and benefits relative to our industry, local labour market, and -if applicable- collective bargaining agreements.

4.4 Child Labour, forced labour, and human trafficking

CLdN prohibits all forms of forced labour in all its operations. We do not tolerate inhumane treatment of employees or contractors, including any form of physical or mental punishment or abuse. CLdN prohibits child labour in its operations, and we respect the provisions of the EU Directive on the protection of young people at work (94/33/EC), as well as relevant local provisions in all countries and jurisdictions where we operate.

4.5 Diversity and inclusion

We promote an inclusive work environment that values the diversity of our employees. We are committed to equal opportunity and reject any forms of discrimination or harassment based on gender, ethnic origin, nationality, social origin, religion, age, disability, sexual orientation and identity, or any other characteristics protected by applicable law.

4.6 Other specific risks

As we identify human rights focus areas through ongoing risk analysis, we may update this policy and address any identified risks in line with applicable requirements.



5. DUE DILIGENCE

The Human Right Statement is overseen by the Corporate Social Responsibility (CSR) department and the CSR steerco. All employees and suppliers in the value chain are expected to operate in a manner consistent with this statement. Regarding suppliers, this expectation is outlined in CLdN's "Supplier Code of Conduct" and affirmed through contractual requirements.

6. GRIEVANCE MECHANISM

CLdN provides a whistleblowing system, as detailed in CLdN's "Whistleblower Policy and Procedure". This system can be used to report issues or concerns related to human rights matters. The mechanism is available for all employees, suppliers, customers, other third parties and external stakeholders to confidentially report any serious concerns at the dedicated e-mail address whistleblower@cldn.com.

7. RESPONSIBILITY FOR THE IMPLEMENTATION

The responsibility for the human rights approach of CLdN sits with CLdN's management. However, the entire organization shares the responsibility to respect and safeguard human rights. The coordination of sustainability efforts at CLdN, which includes the topic of human rights, is entrusted to the CSR department.

8. COMMUNICATION

CLdN communicates this Human Rights Statement to all employees. All external communications are disseminated through our website <https://www.cldn.com/>.

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