
 Prosafe	GLOBAL POLICY	Document ID:	Authorised by:	Revision:
		GLO-POL-011	BOD	2.0 [21/12/23]
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		18/08/2022	CEO	GLOBAL
HUMAN RIGHTS POLICY			Prepared by:	Page
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1. INTRODUCTION

1.1 Record of Amendments

RECORD OF AMENDMENTS It is certified that the amendments detailed below have been included in this copy of the document			
Amendment No.	Amended section	Paragraph No.	Brief description of amendment
001/23	All	All	Updated document owner to HR & Crewing Director

1.2 Purpose & Scope of this Policy

This Policy sets out Prosafe's position with respect to managing human rights and labour standards and complements our Code of Conduct and Corporate Social Responsibility Policy.

The objective of this policy is to:


- Describe our commitment to avoid causing or contributing to adverse human rights impacts through our global operations
- Demonstrate our commitment to prevent or mitigate adverse human rights impacts that are directly related to our operations or services through our business relationships
- Emphasize our expectations on the importance of conducting business consistently with the internationally recognized human rights and labour standards.

The Human Rights Policy applies to all employees, contractors and consultants in the Prosafe group, i.e. Prosafe SE and its subsidiaries.

We expect our suppliers and business partners to respect and adhere to this policy and share our commitment to respect internationally recognized human rights and labour standards.

1.3 Responsibilities for this document

Position	Responsibility
Board of Directors (BOD)	The Approver: assuring that the policy remains fit for purpose
Chief Executive Officer (CEO)	The CEO is the owner of the policy and is ultimately responsible for overseeing the implementation and monitoring of its operational effectiveness, and ensuring that any breaches of the policy are investigated
Management	Lead by example, communicate and promote requirements and conditions set out in this document at all times.
Employee	Understand and adhere to the principles set out within the policy

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2. HUMAN RIGHTS POLICY AND LABOUR STANDARDS

2.1 Commitment

Prosafe is committed to the highest standards of business ethics and we shall comply with all applicable laws, including the Norwegian Transparency Act and the UK Modern Slavery Act, regulations and the Company's policies and procedures.


Prosafe shall act in accordance with internationally recognised human rights and labour standards, including the International Bill of Human Rights, the United Nations Guiding principles on Business and Human Rights, the ten principles of the UN Global Compact and the principles concerning fundamental rights set out in the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work.

Our commitments in the way we work:

- We are committed to creating a working environment free from any form of discrimination, abuse, harassment, intimidation by or towards our employees or others affected by our operations
- We treat everyone who works for or with Prosafe with fairness, respect and dignity, regardless of their background. We are committed to the elimination of discrimination based on gender, religion, race, national or ethnic origin, cultural background, disability, sexual orientation, age, political opinion or marital status
- We respect employees' rights to freedom of opinion and expression and freedom of thought
- We respect the freedom of association and right to collective bargaining
- We oppose any forms of child labour, human trafficking, modern slavery and compulsory or forced labour in our value chain, and we expect our business partners to do the same
- We provide fair working conditions to our employees in accordance with applicable legislation, and we expect our business partners to do the same
- We provide safe, healthy and secure working conditions and work systematically to minimize the environmental impact in all our operations
- We respect individual privacy rights and are committed to protect personal information in compliance with applicable laws.

2.2 Implementation

- We systematically implement human rights due diligence processes, as appropriate, and propose necessary preventive or corrective risk mitigating actions if necessary
- We conduct risk-based assessments and where necessary audits of suppliers and business partners where the risk of human rights infringements is deemed to be high in order to continuously improve our efforts to mitigate human rights violations
- We provide human rights training to our employees to enable them to act in accordance with this policy
- We are transparent in our human rights efforts and all employees and contractors have responsibility and a duty to report concerns and breaches either directly to line management or through our whistleblowing channels
- We monitor our human rights work and impacts and report on this in Prosafe's Annual ESG Reports.
- We encourage and are receptive to feedback on this policy and any suggestions for improvement.
- This policy is publicly available and will be communicated to Prosafe's employees, contractors, consultants, suppliers and business partners.

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2.3 Grievance and remediation

Where a human rights violation is identified, we will work with all parties involved to seek a remedy and justice for the victim. We will investigate the root cause so that we can take appropriate steps to prevent such a violation reoccurring .

Concerns can be raised by raising the matter with your manager, with Human Resources or with a Prosafe manager you trust. However, if you fail to obtain a response or you are unable to notify them, the matter must be reported to the whistleblowing channel IntegrityLog -

<https://prosafe.integrity.complylog.com/>

Anyone raising a concern in the public interest will be protected from victimisation.