

Human Rights Policy



1. Introduction

At Damen Shipyards Group N.V. and its subsidiaries (hereafter also: "Damen") we are committed to conduct our business with integrity, honesty and fairness. We provide to our clients worldwide state-of-the-art maritime solutions (expanding our leading position in standardization and serial construction in shipbuilding and maritime services), to sustainably utilize the increasing possibilities that oceans, seas, lakes, and rivers offer to humanity.

We are a family-owned business and stand for our Values: Fellowship, Craftsmanship, Entrepreneurship, and Stewardship. These Values, our Damen Code of Conduct and the underlying policies serve as navigation points in everything we do.

We respect and support the dignity, wellbeing and human rights of our employees, the communities we work in and everybody involved in our operations. The Human Rights Policy is a reflection of the commitments towards our stakeholders and related actions.

2. Scope

The Human Rights Policy applies to Damen Shipyards Group N.V., to its subsidiaries and to all Damen employees throughout the entire organization.

3. Human rights and labour standards

The Human Rights Policy is aligned to the principles of the United Nations Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the UN Global Compact's labour principles and fair and lawful employment practices, the OECD Guidelines for Multinational Enterprises, and applicable national and international labour laws, including the International Labour Organization conventions (hereafter: "Human Rights and Labour Standards").

We consider the Human Rights and Labour Standards as a fundamental part of how we do business. We also promote these standards in our relationships with customers, suppliers and other business partners. We seek to prevent any adverse impacts on human rights that may be caused by our business activities from happening. We keep a program to prevent, detect and remediate any damage that may be caused.

4. Our guiding principles

Treating people fairly, with dignity and respect

We treat each other fairly, with dignity and respect. We do not tolerate any kind of discrimination, such as related to race, color, nationality, ethnical background, age, gender, religion, social or legal status, sexual orientation, marital status, pregnancy, trade union membership, physical or mental (dis)abilities, and/or any other protected status. We are committed to preventing any harassment, intimidation, and/or other kind of inappropriate behaviour including bullying.

Non-retaliation climate

We are committed to creating a diverse and inclusive workplace. We promote and maintain a working climate that is based on mutual trust and recognition. Our Code of Conduct provides guidance on expected behaviour and principles for decision taking. We promote clear communication and remain open to receive suggestions, ideas and criticism, as this may help further improvement.

No modern slavery, human trafficking, or other forced labour We do not tolerate any form of (modern) slavery, human trafficking, or other kind of forced labour.

No child labour

We do not tolerate any kind of child labour. We always apply national laws, adhering to statutory minimum age for workers. We are committed to prevent child labour throughout the supply chain of our business.

Freedom of association, collective bargaining and employee representation

We respect the freedom of association and the rights of our employees of collective bargaining, also adhering to applicable local laws. We engage in consultation with employee representative bodies within Damen and with the relevant trade unions on matters that are applicable to our employees. Employee representatives are given sufficient opportunity to carry out their representative functions.

We encourage our employees to make optimal use of their capabilities and we aim to attract and retain talented employees. We provide equal opportunities to our employees to learn and further develop, offering adequate training

Equal opportunities, talent development and diversity

employees. We provide equal opportunities to our employees to learn and further develop, offering adequate training programs. We promote diversity throughout our organization. We consider differences between employees as a strength. We work proactively to develop employee competence and performance and we aim to maintain high levels of employee satisfaction.

Safety and health

Safety and health are a top priority in everything we do. We take care of the safety, security and health of everyone involved in our activities, including the communities we work in. We are committed to preventing accidents, offering, promoting, and continuously improving health and safety on the work place.

Fair labour conditions

We put fair employment into practice by offering good and competitive terms of employment. We commit to our employees receiving a living wage that covers both them and their family's basic needs in their home country. At a minimum, we apply applicable local legal requirements and agreed industry standards regarding wages and working hours. We encourage that employees work under mutual consent through the form of a written employment contract with clear terms and conditions, in a language they can understand.

Local communities

We respect the rights of the local communities where we do business and we demonstrate engagement with these communities.

5. What we expect from you

Compliance with the Human Rights Policy is an integrated and essential part of how we do business and how we work together. Consequently, we expect from you to always adhere to this policy, including its guiding principles, regardless the location and local customs that may apply. We expect that these guiding principles are embedded in the policies and procedures to manage our business in a responsible manner. We encourage you to raise any questions, suggestions, and/or concerns you may have.

6. What we expect from our business partners

We expect from our business partners (including joint venture partners, suppliers and service providers, to act in accordance with our Values, policies and standards, including the Human Rights Policy. The main principles of the Human Rights Policy are incorporated in our Supplier Code of Conduct. Suppliers are expected to perform due diligence and select their own suppliers in accordance with the Supplier Code of Conduct as well.

7. How to report any (suspected) breach of the policy

As a Damen employee, you are expected to report any breach of this Policy to your (direct) manager. If you prefer, you are free to make use of alternative reporting channels, as referred to in the Whistleblower Policy.

8. How we keep this policy up-to-date

The Executive Board reviews (the need for amendment of) this Policy regularly, supported by the Group Compliance Officer, the Group HR Director and the Sustainability Manager, according to the group governing document framework.

The latest version of this Policy can be found on Damen Sharepoint and is also published on the Damen website. In case of any difference due to translation, the English version of the Policy is binding.

