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**Sanco Shipping AS**

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Approved by: CEO  
Reviewed by: CEO

## HARASSMENT POLICY

Sanco Shipping A/S is committed to make and maintain a work environment free of sexual and racial harassment including bullying.

Where harassment is found to have occurred, Sanco Shipping A/S will act to stop the harassment, to prevent its reoccurrence, and to discipline those responsible in accordance with suitable actions, depending on the nature of the insulting act. Several instruments at hand will be considered towards any persons that does not respect this policy, as expulsion or dismissal.

No employee in the workplace should be subject to bullying or unwelcome verbal or physical conduct that is sexual or racial in nature.

Sexual harassment does not refer to occasional compliments of a social acceptable nature. It refers to behavior of a sexual approach that is not welcome, and / or will be comprehended as insulting, abusive or offensive by means of common understanding.

It is expected that all personnel will treat one another with respect regardless of gender, race, rank and age.

Any harassment claim will be investigated by the Sanco Shipping AS Management.

Ivar Slettevoll

A handwritten signature in blue ink, appearing to be "IS", written over a horizontal line.

CEO

Gjerdsvika, July 21st 2023