

Principles of Social and Ecological Responsibility

As a modern company with a 147-year tradition Hamburg Südamerikanische Dampfschiffahrts-Gesellschaft A/S & Co KG (hereinafter referred to as “Hamburg Süd” or the “Company”) sees sustainable conduct as an indispensable part of each entrepreneurial activity and is particularly committed to its employees, its customers, its suppliers, and the environment.

The commitment to socially and ecologically responsible business activities is one of the corporate values of Hamburg Süd. All staff members take responsibility for this in their sphere of influence every day.

1. Human rights

The Company respects and supports the observance of internationally recognised human rights and does not tolerate any conduct disregarding such rights.

2. Compliance with the laws

The Company respects applicable law and expects its staff members and business partners to do likewise. All applicable labour, safety, environmental and other laws are complied with, irrespective of whether they are domestic, foreign or supranational laws, rules or any other provisions.

3. No discrimination

As an internationally operating company, Hamburg Süd has offices in many countries; its staff members come from various different cultures and countries and enrich the corporate culture. The Company does not accept any form of discrimination, either due to race or ethnic origin, gender, religion or ideology, disability, age, sexual orientation or appearance.

4. Freedom of association and the right to collective bargaining

The Company respects the freedom of association and the right to collective bargaining of its staff members.

5. Forced labour

The Company does not accept any form of forced labour.

6. Child labour

The Company complies with the national laws and the rules of the United Nations and the International Labour Organization (ILO) on child labour.

7. Wages and working time

Wages, working time arrangements and all other conditions of work are as a minimum in accordance with the applicable national laws or – should these be higher – the usual standards of the countries in which the Company employs staff. The Company pays careful attention to observance of minimum wage laws by its subcontractors. The Company does not accept any pay cuts which are unlawful, unjustified or used as a disciplinary measure.

8. Safety and health at work

The Company ensures the existence of and compliance with appropriate procedures and protective measures for the warranty of safety and health at work. Each staff member is obligated to apply all occupational health and safety provisions consistently. Each supervisor is obligated to instruct, supervise and support his or her staff in taking responsibility.

9. Protection of the environment

The Company endeavours on its own initiative to handle environmental resources as sparingly as possible, to avoid hazards to humans and the environment and to continuously improve all procedures and processes that serve to further reduce environmental pollution. All staff members are committed to this target. The Company supports the development and distribution of environmentally friendly technologies.

10. Fight against corruption


The Company opposes any kind of corruption, including extortion and bribery.

11. Requirements for business partners

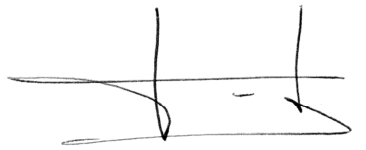
The Company expects its business partners to comply with the principles described above.

Hamburg, 1 September 2018


The Executive Board of
Hamburg Südamerikanische Dampfschiffahrts-Gesellschaft A/S & Co KG



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