

Modern Slavery and Human Trafficking Statement

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At Hamburg Südamerikanische Dampfschiffahrts-Gesellschaft ApS & Co KG (hereinafter referred to as “Hamburg Süd” or the “company”), we operate with utmost respect for the rights of the people we employ and do business with. We acknowledge the risk of forced labor occurring in global supply chains and strive to protect people from unlawful and immoral practices. We have policies and processes in place that support our commitment to fair working conditions in our own operations as well as in our supply chain.

This statement is made in accordance with Section 54 of the UK Modern Slavery Act 2015. It provides an overview of Hamburg Süd’s policies and processes relating to the management of the risk of modern slavery and should be regarded as complementary to the [Hamburg Süd Sustainability Report](#).

Organizational structure

Hamburg Süd ranks among the ten largest container shipping brands worldwide and is part of Maersk Line, the world’s largest container shipping company. Well-trained employees in 250 offices spread across more than 100 countries ensure that customers receive logistics solutions tailored to their individual needs. Founded in 1871, Hamburg Süd enjoys a global presence as a quality brand, together with its Brazilian subsidiary Aliança. Hamburg Süd is one of the Top 5 brands for containerized refrigerated cargo, is among the market leaders in the North–South trades, and serves all significant East–West trade lanes. In tramp shipping, Hamburg Süd operates bulk carriers and product tankers under the names Rudolf A. Oetker (RAO), Furness Withy Chartering, and Aliança Bulk (Aliabulk). High quality standards, reliable service, a personal touch, and sustainability are all an integral part of Hamburg Süd’s brand values.

Policies relevant to slavery and human trafficking

Acting responsible: The working environment at Hamburg Süd is characterized by treating others fairly, with respect and appreciation. We expect the same of our suppliers. The Hamburg Süd principles shape the way we do business and form the basis of our culture and our values.

We refrain from practices that can give rise to risks of forced or involuntary labor, human trafficking, and other practices defined as “modern slavery”, as according to our [Principles of Social and Ecological Responsibility](#) and our [Code of Conduct for Suppliers](#).

Principles of Social and Ecological Responsibility

- “The company respects and supports the observance of internationally recognized human rights and does not tolerate any conduct disregarding such rights.”
- “The company respects applicable laws and expects its staff members and business partners to do likewise. All applicable labor, safety, environmental, and other laws are complied with, irrespective of whether they are domestic, foreign, or supranational laws, rules, or any other provisions.”
- “The company does not accept any form of forced labor.”
- “The company complies with the national laws and the rules of the United Nations and the International Labor Organization (ILO) on child labor.”

Code of Conduct for Suppliers

- “Hamburg Süd observes applicable laws and expects the same from its employees and business partners, including its suppliers.”
- “Hamburg Süd expects from its Suppliers compliance with the internationally recognised and applicable Laws relating to human rights. This includes those Laws related to the protection of employees that ban any form of forced labour, corporal punishment and the use of child labour within the meaning of the conventions of the ILO or other applicable national Laws.”
- “The Supplier shall also ensure compliance of its sub-contractors or suppliers with these same Laws.”
- “If a Supplier becomes aware of violations of this code of conduct, be it by own actions or actions of its employees, competitors or employees of Hamburg Süd, the Supplier has to inform Hamburg Süd immediately.”

Whistle-blower system

We take seriously any allegations that human rights are not respected in our operations or business relations. Since December 2017, allegations can be reported by any person within or outside Hamburg Süd through the [Whistle-Blower system](#), which is operated by a third party and available worldwide in more than 75 languages. It enables people to report concerns safely on a wide scope of human rights issues, including human trafficking and forced or involuntary labor, child labor, and actions harming persons, their livelihood or properties, related to our operations, suppliers, contractors, third-party agents, and other business partners with a direct link to Hamburg Süd and Maersk Line.

Responsibility and due diligence

Overall responsibility for the organization's human rights initiatives lies with the Executive Board of Hamburg Süd.

Hamburg Süd has set up a global compliance organization and expects employees to report any breach of our Code of Conduct by informing a contact person of this organization. The issues of human rights and forced labor have been incorporated into our Principles of Social and Ecological Responsibility. A supplier evaluation system supports our procurement processes and enables us to evaluate suppliers' compliance with our standards.

Assessing and managing risks

In the context of preparing a biannual sustainability report, Hamburg Süd has performed a stakeholder analysis that takes both internal and external stakeholders into consideration. A result of this analysis is that compliance with laws and regulations, including human rights standards, are of great importance for internal as well as for external stakeholders. This assessment encourages us to constantly keep track of our high standards regarding compliance and social principles. We are convinced that by collecting and analyzing these results, we are better able to manage them in a proactive manner.

In the context of our integrated management system, a non-conformity system has been established to help us identify risks and take corrective measures by reason of:

- Customer complaints and claims as well as utterances of stakeholders
- The occurrence of errors, accidents, and instances of non-conformity
- Instances of non-conformity in internal and external audits
- Suggestions put forward by employees
- Audits/assessments of suppliers according to our integrated management system and our procurement system

Training and information

In 2017, Hamburg Süd introduced Web-based training on Social Responsibility, which, among other social topics, also considers the company's position regarding human rights, forced labor, and child labor. Information on human rights, forced labor, and child labor is accessible for each staff member on the Hamburg Süd intranet.

This statement was approved by the Board of Hamburg Südamerikanische Dampfschiffahrts-Gesellschaft ApS & Co KG in March 2018.



Dr. Arnt Vespermann

CEO and Member of the Board of Hamburg Südamerikanische Dampfschiffahrts-Gesellschaft ApS & Co KG

Hamburg Südamerikanische Dampfschiffahrts-Gesellschaft ApS & Co KG

Willy-Brandt-Straße 59–65, 20457 Hamburg

Phone: +49 40 37050

Fax: +49 40 37052400

E-mail: central@hamburgsud.com

www.hamburgsud-line.com