

The Maersk Group's

# Group Policies



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# Business Approach

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## We pursue profitable business and responsible leadership within our industries

### This means we will:

- Increase our profitability by optimizing the risk and reward balance in our business decisions.
- Pursue relationships which are beneficial both to us, our customers, our suppliers and our partners.
- Conduct our operations with excellence.
- Continuously improve our deliverables by including economic, environmental and social aspects in our decisions and actions.
- Seek to understand our customers, our supply chains and the societies we operate in.

### Your role is to:

- Listen to customers and other stakeholders and learn.
- Have a clear understanding of the value drivers within your area of responsibility and consider the economic, environmental and social impacts of your decisions.
- Be cost-conscious in your daily work – consider that small savings add up.
- Consider tomorrow's requirements when making business decisions today.
- Proactively identify and manage business opportunities and risks within your area of responsibility.

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# Our Brand

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## We engage with customers, other stakeholders and colleagues to promote and protect our brand

### This means we will:

- Engage in dialogue about our role in society, our activities and their impact with relevant stakeholders to promote our brand and name.
- Inform about our goals, operations and performance to create awareness and understanding of our business.
- Communicate the Group's objectives and priorities to enable our employees to link the Group's overall aspirations to their own contribution.
- Safeguard the information provided to us by our customers.

### Your role is to:

- Consider that your communication may be viewed as a reflection of the entire Group.
- Cascade relevant information throughout the organization within your area of responsibility.
- Engage yourself in necessary and appropriate communication with due regard to confidentiality and respect for others.
- Treat information as an important asset, and protect it in accordance with its sensitivity and irrespective of its origin.

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# Health and Safety

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## We conduct our business in a safe manner

### This means we will:

- Promote a culture in which all employees share our commitment to a healthy and safe workplace.
- Manage any health and safety risks connected to our activities and communicate openly about our lessons learnt. We recognize that we work in industries with potential for major accidents, and we act to control and mitigate the risks accordingly.
- Set and comply with our own health and safety standards which will meet or exceed applicable health and safety regulations and relevant standards.

### Your role is to:

- Keep in mind health and safety at all times.
- Engage actively in improving a safe workplace for yourself and your colleagues.
- Take responsibility of your own safety, the safety of others and property.
- React promptly and appropriately if you experience something that is unhealthy or unsafe.

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# Legal Compliance

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## We are committed to comply with applicable laws and regulations

### This means we will:

- Train and support our employees so that our Group is able to conduct our business activities in compliance with relevant laws and regulations and internal rules
- Monitor our compliance with relevant laws, regulations and internal rules.
- Cooperate with public authorities to investigate and resolve problems under appropriate circumstances.
- Promote our views on regulatory matters and policymaking that may affect us.

### Your role is to:

- Familiarize yourself and comply with relevant laws, regulations and internal rules.
- Share your knowledge of laws and regulations in the countries in which we operate.
- Legally secure the Group's assets and interests.
- Respect the legal rights of others.
- React promptly and appropriately to illegal actions or business practices.

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# Our Working Culture

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**We provide our employees with opportunities to develop and succeed**

**This means we will:**

- Create a working culture which is characterized by our Values.
- Trust and empower our employees.
- Clearly link business results, job performance and rewards.
- Engage our employees, support our employees' performance, inspire and lead by example.

**Your role is to:**

- Know what you are accountable for and how your performance contributes to the Group's objectives.
- Understand how you perform.
- Take responsibility for your own development and career progression.
- Contribute to the development and career progression of your colleagues.
- Live our Values at all times.

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## **Breaches of Group Policies**

For the Maersk Group to maintain its high standards and reputation we each need to assume responsibility for our actions and to react if something is not done in accordance with our Group Policies and other business standards. Breaches or suspected breaches of the Group Policies shall be reported first to your manager. If this is not appropriate in the circumstances you should report the matter to other management, your local HR team, local legal team or through the whistle-blower system. Breaches of the Group Policies may lead to disciplinary sanctions.

### **Further information**

For any further information and for questions about the Group Policies in general, please visit the Commit site at @maersk, speak to your manager, your local HR team or Group Legal.

## **Group Policies**

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