
Maersk

Principles for Global Employee Relations

INTRODUCTION

The A.P. Moller - Maersk (Maersk) operates in more than 130 countries throughout the world, across diverse cultures and with varying local legislative requirements. As an international company committed to delivering the highest quality of products and services, we work hard to ensure every employee is treated with dignity and respect – wherever they work.

Our employees are an essential ingredient to the success of the company and we are committed to providing positive, productive and supportive working environments where all employees are valued and inspired to be the best they can be. In an increasingly complex global environment, the Maersk Principles for Global Employee Relations set out employment principles that will help us achieve this goal.

The principles are guided by internationally recognised instruments and underpin Maersk's membership of the UN Global Compact.

We recognise that we are not perfect all of the time and in all of the locations in which we operate, but it is our firm intention to make Maersk a good place to work for all our employees worldwide.

COMMUNICATION AND ACCOUNTABILITY

Maersk is committed to working towards the achievement of these principles throughout its operations worldwide. Any employee who has a question regarding these principles, or who believes their terms have not been complied with, can raise this directly with their manager or a member of the human resources department. Reporting of serious violations of Maersk policies or national regulations can be directed confidentially or anonymously to Maersk's global whistleblower system, either on-line or by phone.

Maersk undertakes to investigate any questions or concerns thoroughly and impartially and to respond with appropriate corrective action wherever necessary. No reprisal or retaliatory action will be taken against any employee who raises a concern relating to these principles when made in good faith, or against any employee who cooperates with inquiries into any such complaint.

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1. Health, safety and security

Maersk is committed to providing a safe and healthy working environment, to minimising the risk of accidents, personal injury and adverse health impacts, and to continuous improvement in health and safety performance. Maersk will provide the facilities, training and protective equipment necessary to ensure a safe workplace for all our employees. We will facilitate reporting of unsafe acts without fear of reprisal. Maersk is committed to ensuring the physical security of all its employees.

2. Equal opportunity and diversity

Maersk will treat every employee with respect and dignity and will not tolerate discrimination or harassment of any kind. Employment-related decisions are based on a variety of relevant factors such as qualifications, skills, performance and relevant experience.

3. Child labour

Maersk will comply rigorously with all local laws and regulations and will in no event employ children under 15 years, or under 16 years for work at sea. Maersk will not permit hazardous work or night work for children under 18 years.

4. Forced labour

Maersk will not use any form of forced or involuntary labour, and refrains from practices that can give rise to a risk of involuntary labour.

5. Freedom of association and collective bargaining

Maersk respects its employees' right to associate freely, form or join organisations of their choosing and to bargain collectively in accordance with recognised international instruments, local laws and regulations, in full freedom and without fear of reprisal, intimidation or harassment. Maersk also recognises its employees' right to refrain from collective representation. Maersk is committed to conduct collective bargaining with freely chosen employee representatives of a legally recognised union.

6. Working hours

Maersk is committed to assuring full compliance with applicable laws, regulations, and relevant collective agreements concerning working hours and overtime, leave and minimum rest periods. It is company policy not to make systematic use of extensive overtime work and any overtime hours will be appropriately compensated according to individual terms of employment, applicable regulation and relevant collective agreements.

7. Compensation

Maersk will provide its employees with compensation and employment-related benefits on a competitive basis. We recognise that wages are essential to meeting employees' basic needs and will at least pay the minimum wage and mandated benefits required by local law.

8. Fair procedures

Maersk is committed to uphold the privacy of our employees. Maersk undertakes to follow fair disciplinary, grievance and dismissal procedures which are provided for by company policies and collective bargaining agreements including, upon request, the provision of exit conversations for employees leaving the company.