

STATEMENT OF RESPECT FOR HUMAN RIGHTS SHIPPING PROTECTION SHIP SERVICES

Shipping Protection Ship Services, a company operating in the maritime and logistics sector, reaffirms its commitment to respecting, promoting, and protecting human rights, internationally recognized as universal, inalienable, and indivisible.

Inspired by the principles of the Universal Declaration of Human Rights (UN, 1948), the United Nations Guiding Principles on Business and Human Rights, and the Ten Principles of the UN Global Compact, this Statement expresses Shipping Protection's institutional commitment to conducting its activities with ethics, integrity, and social responsibility in all countries where it operates.

1. FUNDAMENTAL COMMITMENTS

Based on international human rights principles and its values of ethics, integrity, and social responsibility, Shipping Protection Ship Services undertakes the following commitments in its operations and relationships with stakeholders:

- Respect all internationally recognized human rights, especially those directly or indirectly related to its operations, activities, products, services, and value chains;
- Apply this commitment across all of its business relationships, including employees, suppliers, clients, partners, communities, shipowners, port authorities, and other stakeholders;
- Strictly comply with all applicable laws and regulations, as well as the highest standards of ethics, professional conduct, and corporate integrity;
- Integrate human rights into its organizational management and its sustainability, diversity and inclusion, compliance, and social responsibility policies;
- Adopt due diligence practices to identify, prevent, mitigate, and, when necessary, remedy actual or potential adverse human rights impacts arising from its activities and business relationships;
- Ensure fair, safe, and dignified working conditions, with adequate compensation, balanced working hours, and respect for the right to rest and leisure;
- Prohibit child labor, forced labor, degrading labor, or work under conditions analogous to slavery, as well as human trafficking;

- Ensure equal opportunities, without discrimination based on gender, race, color, ethnicity, religion, age, disability, nationality, sexual orientation, gender identity, economic status, or any other factor;
- Promote inclusive and respectful work environments, free from workplace harassment, sexual harassment, and any form of violence;
- Respect freedom of expression, freedom of association, and trade union representation, in accordance with the principles of the International Labour Organization (ILO);
- Protect the privacy and personal data of everyone with whom we interact, in accordance with applicable law and our internal information security standards;
- Preserve the environment and the human right to a healthy and balanced environment by promoting energy efficiency, the responsible use of natural resources, and pollution prevention;
- Respect Indigenous peoples, traditional communities, and local populations, recognizing their territorial, cultural, and social rights and conducting dialogue in a free, prior, and informed manner;
- Protect and support human rights and environmental defenders, ensuring that no person is subject to retaliation for speaking out in good faith.

2. IMPLEMENTATION AND GOVERNANCE

To incorporate these commitments into its management and ensure their practical implementation, Shipping Protection Ship Services adopts governance, assessment, training, monitoring, and accountability mechanisms through which it:

- Conducts an annual analysis of human rights-related risks and opportunities in its operations and value chains;
- Engages stakeholders — employees, partners, suppliers, and communities — in identifying and mitigating impacts;
- Develops action plans and ongoing training on ethics, diversity, human rights, and sustainability;
- Monitors and publicly discloses its progress through corporate reports and the Diversity and Inclusion Report;
- Ensures transparency and accountability by reporting results and implemented corrective measures to Senior Management.

3. COMMUNICATION AND REPORTING CHANNELS

Shipping Protection provides institutional channels for the secure and confidential receipt of reports, communications, and allegations concerning violations or suspected noncompliance with the commitments established in this Statement, ensuring responsible, impartial, and appropriate handling of submissions in accordance with the company's principles of integrity, ethics, and transparency.

4. SCOPE AND REVIEW

This Statement applies to all Shipping Protection units, subsidiaries, and operations, as well as to all third parties acting on its behalf. It will be reviewed periodically based on changes in legislation, international commitments, and corporate best practices, under the supervision of the Executive Board and the ESG Department.

5. FINAL STATEMENT

Shipping Protection Ship Services reaffirms that respecting and promoting human rights is not only a legal obligation, but also an essential value that guides all of its decisions and business practices.

Guided by the purpose of **“Protecting People, Clients, and the Environment through responsible and sustainable ship agency services”**, we commit to being an active agent in building a fairer, more ethical, and more inclusive future for all.

DOCUMENT HISTORY

Revision	Date	Description of Change	Responsible Party
00	Oct. 17, 2025	Initial issuance of the document	Management
01	Oct. 1, 2026	Update of the institutional letterhead.	Management

Management Approval:

Approval Date: October 1, 2026

Name of Responsible Person: Kledilton Cutrim Pinto

Position: Executive Director

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