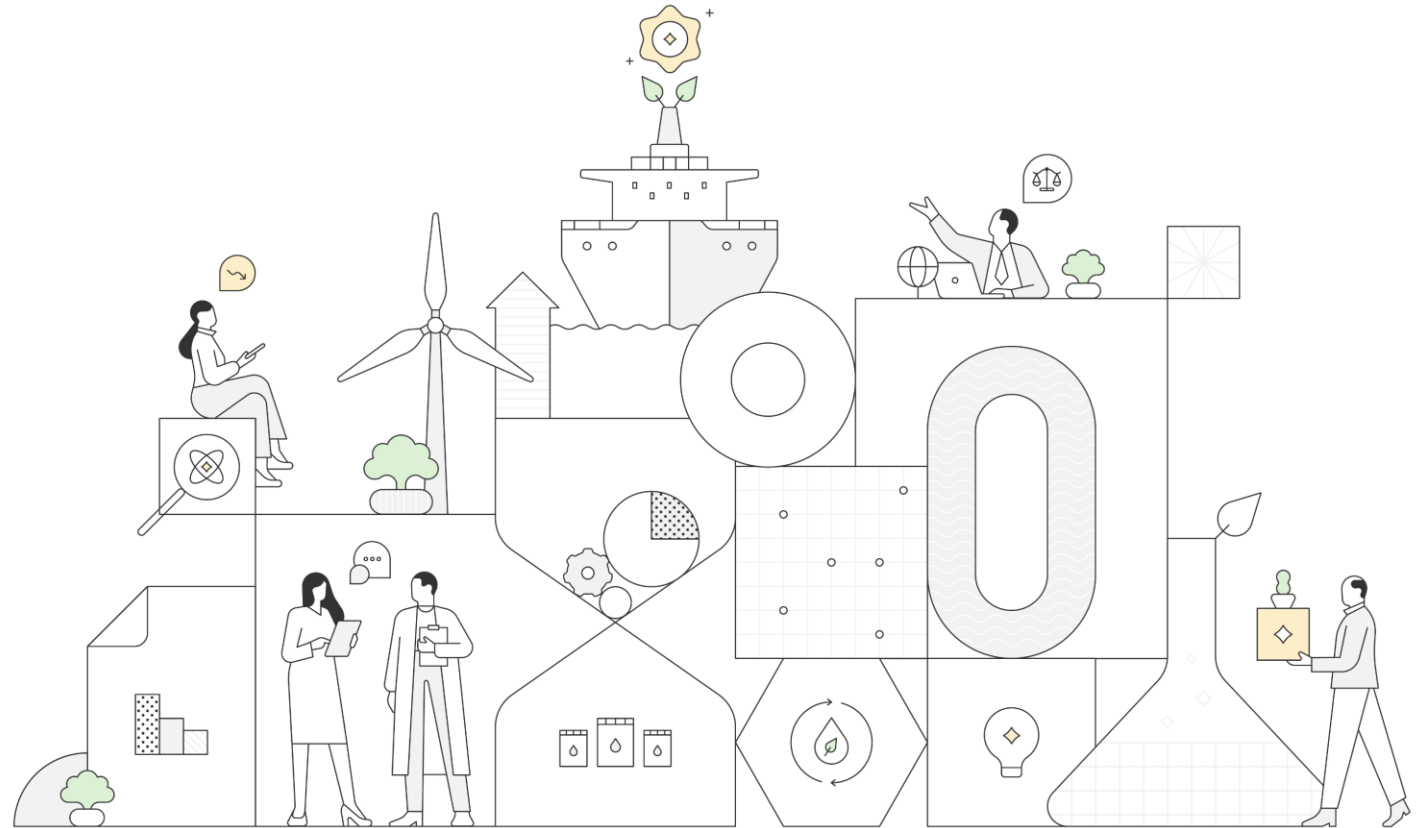


# Code of Conduct



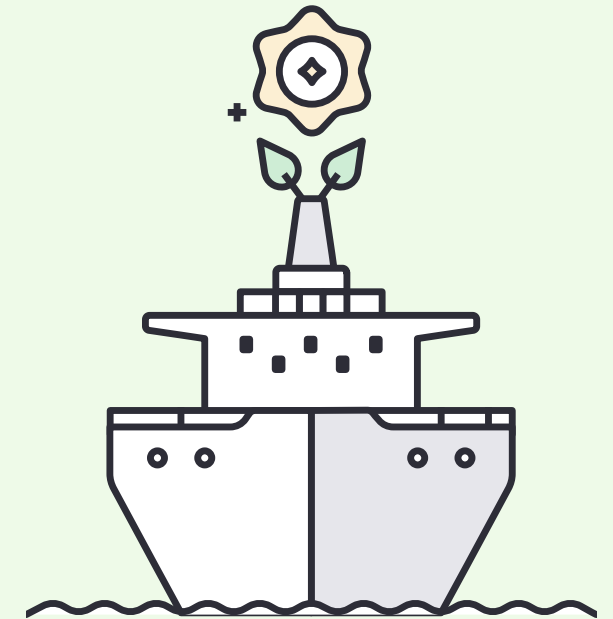
This Code of Conduct applies to the Maersk Mc-Kinney Møller Center for Zero Carbon Shipping (the “Center”), and the activities it funds and supports, and it applies to any persons that work at the Center’s facilities or as part of the Center’s activities or are otherwise involved with the Center (“Covered Persons”).

The Center may amend the Code of Conduct from time-to-time and shall ensure that any amendments are communicated to its Partners. Any changes to the Code of Conduct will take effect immediately following notification or as otherwise set out in this Code of Conduct.

Throughout this document, the terms “you” and “we” may also be used meaning, respectively, you as a Covered Person and we as the Center.

This Code of Conduct may be updated from time to time which you will be notified about.

The Principles of the Code of Conduct are:



## 1. THE CENTER'S PURPOSE

The Center is a self-owned and independent, non-profit foundation established with a charitable purpose.

The Center aspires to contribute to research, innovation and development of technologies and solutions facilitating and accelerating the development and implementation of new technology solutions in order to decarbonize the global maritime industry by building a neutral and open platform for cross-disciplinary collaboration, thereby becoming a global, visible driving force in decarbonizing the entire maritime industry.

Numerous individuals and professionals from all over the world will be involved in Center activities, including a number of companies and partners. Some of these individuals or companies may provide very sensitive information or various proprietary technologies into the Center, and some of the companies and partners may be competitors. Accordingly, it is vital that you read and understand your obligations and what is expected from you as set out in this Code of Conduct, including complying with the on-boarding and off-boarding process as set out below.

## 2. CORRUPTION AND BRIBERY

The Center expects any Covered Persons to apply the highest degree of commercial and business

ethics. In particular, any Covered Persons shall refrain from bribing, or using any other method, to unjustly influence public officials, judiciary systems and/or private parties or organizations.

## 3. BULLYING AND HARASSMENT

At the Center, we treat each other with respect and dignity, and we do not tolerate bullying or harassment of any kind, whether direct or indirect, physical or psychological, verbal or non-verbal. All Covered Persons must respect one another's integrity, dignity, privacy and right to equity at the workplace.

## 4. DIVERSITY, DISCRIMINATION AND INCLUSION

The Center does not tolerate any kind of discrimination. On the contrary, the Center strives to increase diversity and inclusion to the greatest possible extent.

All Covered Persons must be treated equally with dignity and respect regardless of race, color, gender, age, national origin, sexual orientation, disability, religious or philosophical beliefs, trade union membership etc.

## 5. ENVIRONMENT AND SUSTAINABILITY

In accordance with the primary and charitable purpose and core values of the Center, the Center works systematically to enhance its positive impacts on the human society and the environment.

Accordingly, this should be a guiding principle in all work which the Center is involved, including in the manner we and you conduct ourselves on a daily basis.

## 6. FRAUD, EMBEZZLEMENT AND MISUSE OF GRANTS

The Center does not tolerate any fraud, embezzlement and/or misuse of grants.

## 7. HUMAN RIGHTS, INCLUDING LABOR RIGHTS

The Center will always seek the highest ethical ground when it comes to human rights, including labor rights. The Center respects the human rights of everyone affected by its activities, including the working conditions for Covered Persons as well as the safety of individuals affected by its activities.

The Center does not use child labor, compulsory labor or forced labor in any of its activities, and the Center respects freedom of association and the right to collective bargaining for all Covered Persons.

## 8. CONFLICTS OF INTEREST

The Center remains constantly vigilant to potential conflicts of interest. The Center considers its own, its founder's and its partners' reputation a priceless asset, and in order to support and strengthen such reputation characterized by high ethics and integrity, the Center and its partners must carry out all operations and investments in connection to the Center at arm's length.



The Center does not tolerate the practice of nepotism. It is the responsibility of each Covered Person to exercise sound judgment over situations in which conflicts of interest could arise.

## **9. QUALITY**

The Center expects the highest quality from all Covered Persons in all behavior related to the Center activities, including all projects initiated in connection to the Center.

## **10. SAFETY AND SECURITY**

The Center is committed to adhere to the highest safety and security requirements applicable to its activities and operations.

This includes ensuring safe and secure working conditions as well as facilities supporting the well-being of all Covered Persons.

All applicable local laws and regulations to prevent accidents and injury to health occurring in the course of the Center activities must be followed.

The Center is committed to continuously improve working conditions and reduce workplace related risks and hazards by, e.g., introducing written safety programs and conducting appropriate training.

## **11. TRADE SANCTIONS AND ANTI-MONEY LAUNDERING**

The Center is committed to support the combatting of money laundering. Therefore, all persons working

at or for the Center must be aware of irregularities in the way payments are made. In case you observe or suspect a money laundering transaction you must contact the Head of People and Culture immediately. All Covered Persons must refrain from entering into interactions, including projects or other collaborations with persons or companies subject to sanctions.

## **12. ANTI-TRUST AND FAIR COMPETITION**

The Center is committed to ensuring compliance with all applicable anti-trust and competition laws. Further details to be found in the Center's Competition and Anti-trust Compliance Guidelines

## **13. WHISTLE BLOWER SCHEME**

Any suspected misconduct must be reported immediately, and this can be done securely and confidentially to the Head of People and Culture.

## **14. DATA PROTECTION**

The Center respects the privacy of all individuals and comply with applicable data protection laws and regulations, including the General Data Protection Regulation (GDPR). Therefore, personal data shall be processed lawfully, fairly and in a transparent manner in relation to any data subject.

Personal data will be stored securely, be kept accurate and organized, retained for no longer than necessary, and will only be used for specific and

legitimate purposes.

Further details on how to handle personal data can be found in the Employee Handbook.

## **15. PROTECTION OF INFORMATION**

As part of your work or interactions with the Center or others as part of the Center activities and considering the purpose of the Center, you will likely be privy to or need to share information, materials, data, knowledge, technologies, or know-how ("Information").

Information can be valuable assets that may be owned by the Center or others. Accordingly, you must follow and comply with all guidelines and instructions regarding use of such Information.

You must ensure that all Information that you receive and that needs to be treated as confidential or are proprietary to someone else are treated as such and you must follow all instructions that are given in this respect and only use it for the intended purpose. If you are uncertain whether Information is confidential or priority, you should treat it as if it is until you have achieved certainty.

Furthermore, you must ensure that before sharing Information that you have authorization to do so. It is very important that all Information is managed responsibly and in accordance with applicable laws as well as the highest of standards and policies.



The Center has set up a number of safeguards and requirements to protect Information used within the Center, including ensuring efficient access control, encryption and proper business processes to mitigate any risk of unauthorized access or disclosure. You must comply with all such applicable guidelines and security requirements.

## **16. MANAGEMENT OF NEW RESULTS AND DEVELOPMENTS**

As part of the Center activities all Information, results, discoveries, ideas, developments, etc. ("Developments") must be documented, reported and recorded in the Center's management system. Accordingly, you are required to follow all applicable guidelines for the Center's management system, including:

- i. That you ensure that all work, which you are involved in, is subject to proper access control as well as confidentiality and non-disclosure obligations.
- ii. Ensure documentation and keep a detailed log of all your work, including any Developments.
- iii. Consult and report to your manager if you believe that any Developments have been made.
- iv. Ensure accurate labelling of Developments (e.g., "strictly confidential") by following the information classification scheme provided by the Center.
- v. Ensure that no unauthorized persons are

- vi. granted access to Developments.
- vi. Developments may be owned by the Center or others. Accordingly, you may be required to sign confirmatory documentation regarding the Developments, including assignment documentation.

## **17. ONBOARDING PROCESS**

Prior to being involved with the Center, you must provide the following:

- i. Full name, address and contact details.
- ii. A signed Confidentiality, Intellectual Property Rights and Competition and Antitrust compliance statement.

## **18. OFF BOARDING PROCESS**

If you are leaving or no longer going to be involved with the Center, the following will need to be complied with:

- i. Signed confirmation that you have at all times complied with the Confidentiality, Intellectual Property Rights and Competition and Antitrust compliance statement and this Code of Conduct.
- ii. Signed confirmation that any and all Developments have been reported and recorded as set out above and that you have performed all actions that you have been requested to do.
- iii. Returned all material, key-card, etc. to your manager.

## **19. NON-COMPLIANCE**

If you become aware of an actual or potential breach of this Code of Conduct by anyone or yourself, you must inform the Center immediately. Such report of detected or suspected non-compliance may be delivered securely and confidentially to the Head of People and Culture.

Many times, a breach can be cured, or its implications limited, however, it requires swift and appropriate actions.

Any deliberate or willful misconduct could have severe effects to the Center or others and could lead to disciplinary sanctions and even criminal sanctions.

## **20. QUESTIONS**

In case you have any questions to this Code of Conduct or how to conduct yourself please contact the Head of People and Culture.

Code of Conduct  
12<sup>th</sup> May 2022

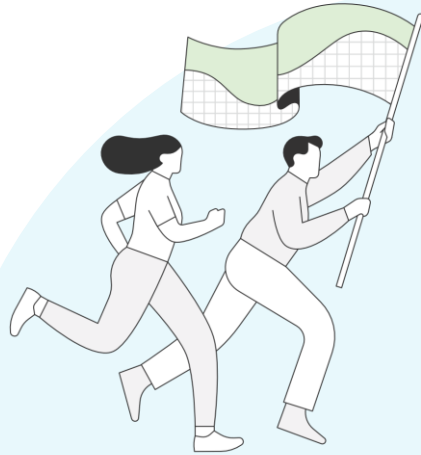


# Our Values

## Courage

*We dare to explore the unknown with an open mind*

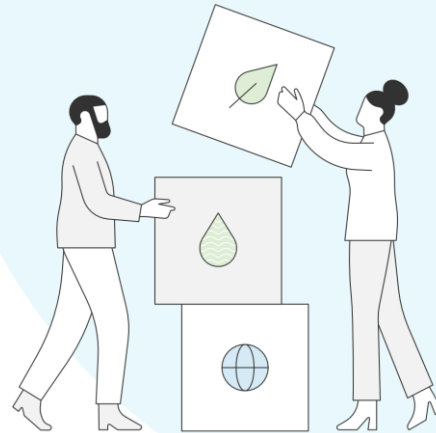
Decarbonizing shipping is a daunting challenge that requires bold decisions. Our credibility relies on us taking responsibility, challenge opinions and stand up for our beliefs.



## Collaboration

*We want to succeed together*

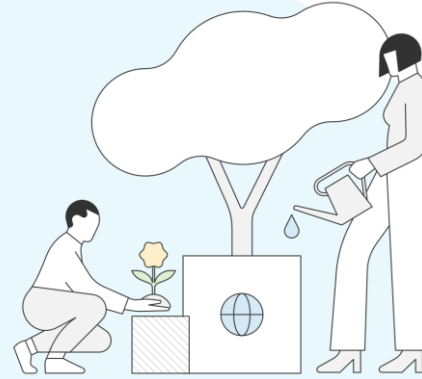
Decarbonizing shipping is a team effort based on trust, and we openly and respectfully share our knowledge and drive collaboration across industries, geographies and teams for increased understanding and better decision making.



## Care

*We are passionate and compassionate*

Decarbonizing shipping is more than a job to us. We are a highly dedicated and committed to ensuring safe and sustainable solutions that protect and benefit people and planet.



## Determination

*We are mission driven and persistent*

Decarbonizing shipping requires action, and we take leadership to create real change. We inspire and influence the industry; we insist on the need for urgent change, and we show the world it is possible.



Decarbonizing shipping is more than a job to us. We are highly dedicated and committed to ensuring safe and sustainable solutions that protect and benefit people and planet.

