

DHT HOLDINGS, INC.
HUMAN RIGHTS POLICY

Introduction

DHT Holdings, Inc. (the “Company”) recognizes its responsibility to respect and promote internationally recognized human rights in connection with its business activities. The Company acknowledges the fundamental principles and rights at work, as outlined by the International Labour Organization, and commits to upholding basic human rights, which include labor rights. Our business activities will be guided by respecting the following fundamental principles and rights that address human rights. The Company’s adherence to these fundamental principles and rights is intended to ensure the Company is not complicit in any human rights violations.

Fundamental Principles and Rights

1. Freedom of association and the effective recognition of the right to collective bargaining
 - We respect the right of employees to freely associate, join unions, and engage in collective bargaining in accordance with local laws.
2. Fair Labor Practices
 - We comply with all applicable laws regarding working hours, overtime, and wage standards.
 - We strictly prohibit child labor, forced labor, and human trafficking in any form within our operations.
 - We ensure the Company’s vessels are registered with flag states that have ratified and implemented the Maritime Labour Convention, 2006 which outlines international labor standards related to seafarers.
3. Elimination of discrimination at work
 - The Company is committed to providing equal competence-based employment opportunities, providing a work environment that values diversity among its employees, and a zero tolerance for discrimination, sexual harassment, or assault, and other forms for harassment.
 - Employment decisions are based on merit, qualifications, and abilities without regard to race, color, religion, sex, national origin, age, disability, or any other characteristic protected by law.
4. A safe and healthy working environment
 - The Company strives to provide each employee with a safe and healthy workplace and to protect the environment.
 - We maintain a safe and healthy working environment through safety standards, training, and continuous improvement of our health and safety practices.

The Company has zero tolerance for any violation of human rights. Any employee, including senior management, found to be in violation of this Policy will be subject to disciplinary action.