



HUMAN RIGHTS POLICY

PORT OF ROTTERDAM AUTHORITY

RESPECTING HUMAN RIGHTS AND LABOUR RIGHTS

The Port of Rotterdam Authority (PoR) is committed to the principles laid down in the [UN Guiding Principles for Business and Human Rights](#) (UNGP) (2011) and complies with Chapter IV (Human Rights) of the [OECD Guidelines for Multinational Enterprises](#) also adopted in 2011. Human rights are drawn up to protect the rights of individual persons and include the right to be treated with dignity. Internationally recognised human rights are enshrined in the [Universal Declaration of Human Rights](#) (UDHR) (1948). The main instruments codifying the UDHR are the [International Covenant on Civil and Political Rights](#) and the [International Covenant on Economic, Social and Cultural Rights](#), both adopted in 1966. Together, these three instruments form the International Bill of Human Rights.

In this statement by the Port of Rotterdam Authority, the phrase 'human rights' shall also include labour rights. For this reason, the PoR also complies with the principles laid down in the ILO (International Labour Organization) [Declaration on Fundamental Principles and Rights at Work](#), adopted in 1998. Labour rights are designed to protect employees and include the right to a workspace that meets ILO standards.

A LOOK AT HUMAN RIGHTS

The Port of Rotterdam Authority performs due diligence investigations to identify potential violations of human rights and labour rights. The due diligence procedure provides an insight into human rights-related risks inherent in our own activities as well as activities undertaken in the value chain, and also helps us prioritise salient issues that require our urgent attention. Having weighed the criteria of severity, likelihood and leverage and alignment with our strategy, the Port of Rotterdam Authority has identified the following salient issues subject to the core principles laid down in our [Corporate Social Responsibility Statement](#):

A safe & healthy environment

- Right to a healthy environment, e.g. a clean physical environment.
- Protection of privacy, e.g. by shielding personal details and other data.

Climate & energy

- The right to life, e.g. living in a liveable climate in which one can live a healthy, free and safe life.

People & work

- Fair, safe and healthy working conditions, such as a safe work environment.
- Fair remuneration, e.g. honest compensation for the duties performed.
- A reasonable standard of living, e.g. reasonable working hours.
- Equality (e.g. in terms of equal treatment) enshrined in law.
- The right to collective negotiations, e.g. freedom of association
- Provisions for people who have been incapacitated for work, e.g. job security.
- The right to choose one's own job, e.g. no forced labour.
- The right to education and nurture, e.g. no child labour.
- Protection from torture and cruel, humiliating or inhuman punishments, e.g. protection of local groups of people and their way of life.
- The right of a people to self-determination, e.g. respecting areas that hold spiritual significance to indigenous people.
- Economic, social and cultural development, e.g. consulting indigenous people on the development of their ancestral land.

As part of our human rights-related due diligence procedure, salient human rights risks are periodically evaluated and changes are made as necessary. The Port of Rotterdam Authority has drawn up specific policies for human rights-related themes, e.g. [occupational safety](#), [privacy](#), [diversity and inclusiveness](#) and [climate](#).

GOVERNANCE

This human rights statement is part of our [Company Code of Conduct](#), which outlines the guiding principles governing our own conduct and our relations' conduct. The Charter of Corporate Behaviour and this human rights policy apply to all of the Port of Rotterdam Authority's employees and managers, including part-time and temporary workers. By providing information and training, we seek to raise people's awareness and knowledge of the Charter of Corporate Behaviour and our human rights policy. We expect our relations (e.g. suppliers, clients and collaborative partners in the Netherlands and abroad) to respect human rights, as well.

We all have a responsibility to act in accordance with our human rights policy. It is our line managers' duty to identify and manage risks of human rights violations. The Port of Rotterdam Authority has established a risk management and control system based on the internationally recognised standards established by the Committee of Sponsoring Organizations of the Treadway Commission ([COSO](#)).

Risk management consultants, controllers and experts in salient issues help our line managers manage human rights risks. The Executive Board is accountable for the general risk management and control system, whose effectiveness is monitored by the Supervisory Board's Audit Committee.

In its annual report, the Port of Rotterdam Authority reports on its human rights policy, the human rights-related issues it is dealing with and any measures that have been or will be implemented as part of its human rights policy. The Port Authority uses the [UN Guiding Principles Reporting Framework](#) in its reporting.

HOW WE ACT WHEN VIOLATIONS ARE REPORTED

If we receive any report of a human rights violation, we will take the kind of action that is appropriate to the situation and to the degree to which we are involved. The PoR may be involved in human rights issues in three ways:

1. If the PoR has caused human rights to be violated itself in the course of its activities in the Netherlands or elsewhere, we will take action ourselves to remedy the situation.
2. If we have contributed to a violation of human rights, e.g. in calls for tenders or through our holdings in other companies (which may or may not be registered abroad), we will use our influence to try and have the situation remedied.
3. If we are tangentially related to a human rights violation, e.g. because one of our business relations is involved in it, we will collaborate and use our influence ('leverage') indirectly — for instance, by taking part in a discussion, joining a multi-stakeholder initiative or lobbying the government for an amendment to a law.

REMEDIES

The Port of Rotterdam Authority has a complaints and whistleblower procedure in place for situations in which the Port Authority or one of its relations has caused human rights to be violated. The following regulations and guidelines apply in such situations.

- Integrity and inappropriate behaviour complaints committee regulations (Annex 1 [Company Code of Conduct](#)).
- Confidential adviser guideline (Annex 2 [Company Code of Conduct](#)).
- Whistleblower procedure regulations (Annex 3 [Company Code of Conduct](#)).