

# **GENCO SHIPPING & TRADING LIMITED**

## **HUMAN RIGHTS POLICY**

Adopted April 25, 2023

The fundamental values of Genco Shipping & Trading Limited (“we” or the “Company”) include a commitment to respect for human rights. This Human Rights Policy (this “Policy”) is guided by international human rights principles embodied in the UN Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, and the UN Guiding Principles on Business and Human Rights. A number of principles enumerated in this Policy are also addressed in our other policies, including our Safety and Occupational Health Policy.

The Company promotes respect for human rights in its relationships with its employees, vessel crews, and business partners. The Company strives to prevent any behavior, act, or decision that could cause or contribute to a negative impact on human rights.

This Policy applies to the Company, its subsidiaries, its employees, and its vessel crews worldwide. The Company’s Board of Directors, its ESG Committee, and the Company’s management oversee this Policy.

### **Human Rights Guiding Principles**

**Diversity and Inclusion.** We are committed to equal opportunity and the protection of the rights of women and minority groups. We prohibit any type of discrimination or harassment based on age, race, sex, color, national origin, religion, gender identity or expression, disability, sexual orientation, pregnancy status, marital status, familial status, or any other status protected by applicable law. The bases for recruitment, hiring, placement, development, training, compensation, and advancement at the Company are qualifications, performance, skills, and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or harassment or retaliation of any kind based upon a person’s membership in a protected class or because they have raised concerns about unlawful discrimination, harassment, or retaliation, whether in the workplace or in any work-related situation outside of the workplace.

**Work Hours, Wages, and Benefits.** We compensate personnel competitively relative to the industry and local labor markets. We work to ensure full compliance with applicable wage, work hours, overtime, benefits, and similar laws.

**Child Labor.** We prohibit the hiring of individuals that are under 18 years of age, other than for internship-type positions in office settings subject to compliance with applicable law.

**Forced Labor and Human Trafficking.** We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery, and any form of human trafficking by our own entities or anywhere in our supply chain.

**Safe and Healthy Workplace.** The safety and health of our personnel is of paramount importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations, as well as internal requirements. We work to provide and

maintain a safe, healthy, and productive workplace, in consultation with our personnel, by addressing and remediating identified risks of accidents, injury and health impacts.

**Workplace Security.** We seek to maintain a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats. We strive to provide security safeguards for our personnel as needed and to maintain them with respect for privacy and dignity.

**Community and Stakeholder Engagement.** We recognize that we are part of the communities in which we operate. Our aim is to ensure through dialogue that we are listening to, learning from, and considering their views as we conduct our business.

We believe in investing time and money to support local not-for-profit organizations and communities where our employees, their families and our neighbors live. We understand that charitable, social service and educational entities count on partnerships with organizations such as ours, and we regularly participate in those partnerships.

We realize the efforts of those who are trying to improve inclusiveness, access to basic needs and educational opportunities to improve the quality of life for everyone.

**Water Resources.** We respect the human need for sustainable water supplies, safe drinking water and protection of both ecosystems and communities through proper sanitation.

**Guidance and Reporting Concerns.** The Company is committed to comply with applicable labor and employment laws wherever we operate.

Personnel who have questions about this Policy or would like to report a potential violation of this Policy should contact a member of management or our human resources department. No reprisal or retaliatory action will be taken against any personnel for raising questions or concerns under this Policy in good faith. The Company will respond to questions and investigate and take corrective action, as appropriate, in response to any reported violation of this Policy.