

# Policy statement on diversity and against racism

Dear employees,

the diversity of our workforce, in which different backgrounds, origins, opinions and abilities are represented, is an essential part of our cosmopolitan, future-oriented and tolerant corporate culture.

This diversity is our capital as well as an opportunity to forge new creative paths together, so that we can position HHLA well for the future.

We and our tariff partner aspire to create a working environment in which prejudice, discrimination and racism play no role, and where the conduct of each individual is based on humanity, mutual respect and appreciation!

“For ver.di, living diversity and the associated diversity management in a working environment such as the Port of Hamburg are essential topics when it comes to the promotion of fair and respectful interaction between employees. Therefore, we expressly support the efforts of the company to break down existing barriers and to take a stand for values such as openness and tolerance,” says Berthold Bose, Vice Chairman of HHLA’s Supervisory Board and regional director of ver.di (the second biggest trade union in Germany).

Torben Seebold, the Executive Board member responsible for Compliance at HHLA, emphasises in this regard: “Our world is continuing to develop, and people connect with each other in very different ways. There is no room for any form of racism or false ideas of superiority, which hinder the free and equal development of our employees.”

We are living in a time when it is possible to spread information to a multitude of people within seconds through modern media – especially social networks. The line between private and professional environments is growing increasingly blurry. We at HHLA have also observed that some content that is being shared and consumed by employees is of a sexist, racist or otherwise discriminatory or offensive nature. The pretext of humour, which is often used to mask these messages, does not hide the fact that they are usually not only tasteless but partially even punishable by law.

At HHLA, we vehemently oppose every form of discrimination and racism – regardless of whether we perceive it in modern media or directly at work. We value all colleagues and business partners regardless of their origin, skin colour, nationality, gender, sexual orientation, religion, political beliefs, age, body type and appearance!

Any violations of these basic principles, which are also outlined in our Code of Conduct, will not be tolerated and will have consequences under labour and, if applicable, criminal law. Should you have indications of such misconduct, please address them with your supervisor or the local Compliance Officer.

Dear employees, we ask you to take a courageous, unified stand to ensure that we continue to live and develop our company’s culture of diversity and tolerance, and that we treat each other with acceptance and respect!

Handwritten signature of Angela Titzrath in blue ink.

Angela Titzrath  
CEO

Handwritten signature of Jens Hansen in blue ink.

Jens Hansen  
Executive Board Member

Handwritten signature of Dr. Roland Lappin in blue ink.

Dr. Roland Lappin  
Executive Board Member

Handwritten signature of Torben Seebold in blue ink.

Torben Seebold  
Executive Board Member