



Pangaea Logistics Solutions Ltd. – Human Rights Responsibility

Pangaea (“the Company”) supports and respects internationally-recognized human rights of all people. We will not knowingly be complicit in any human rights violations, and we expect our vendors and agents to respect this same standard.

Prohibition on Human Trafficking Policy – Pangaea prohibits the use of human trafficking or other prohibited activities by its personnel, and we expect this same prohibition is applied by suppliers of products we purchase and whose services we employ.

Prohibition on Child Labor - Pangaea does not employ any person under the applicable lawful age at any of its workplaces. The Company prohibits the use of child labor and forced or obligatory labor at all of its offices. No employee is made to work against his/her will or work as bonded/forced labor, or subject to corporal punishment or coercion of any type related to employment.

Access to Remedy - The Company maintains an open line of communication and a helpline for reporting concerns, and will not retaliate against persons who act in good faith to report a concern, provide information, or otherwise assist in an investigation or proceeding. For more information on related policies and the programs that support this policy, please visit www.pangaeals.com.