



STATEMENT ON HUMAN RIGHTS

Overseas Shipholding Group, Inc. is committed to its responsibilities as a corporate citizen and as a leading provider of liquid bulk transportation services. As such, we are obligated by both moral and business causes to uphold and support the advancement of human rights. With our business spanning throughout the globe, OSG is dedicated to the principle that all human beings are born free and equal, deserving to be treated with dignity.

Our position is guided by the following principles:

- The United Nations Guiding Principles on Business and Human Rights
- The United Nations Universal Declaration of Human Rights

OSG's Vision

Our vision is to be the most respected liquid bulk transportation company operating under U.S. flag, both within and outside of the U.S. domestic trade. As stated in our Code of Business Conduct and Ethics, we “strive to continue a proud tradition of observing the highest standards of business conduct.”

OSG Commitments

Our success as an industry leader requires that commitments be made to human rights causes both at a policy level and in practice. The below responsibilities, while not exhaustive, reflect some core human rights issues that OSG has integrated into its policies and practices:

Equality

OSG considers all humans, regardless of race, color, religion, sex, sexual orientation, gender identity, age, or physical ability, equal and our efforts to recruit, hire, compensate, train, and promote internally reflect this sentiment.

Modern Slavery

OSG opposes all forms of slavery, forced labor, indentured servitude, and human-trafficking. OSG expects the same opposition to any form modern slavery from our suppliers, sub-contractors, and industry participants.

Community

OSG is committed to raising awareness to human rights issues that effect the maritime community at large and within the U.S.

Harassment

OSG does not tolerate harassing behavior. In order to be effective, we must all commit to a workplace that is free of harassment and where all employees, vendors, and business associates are treated equally and with respect.

OSG Policies

The following Company policies support OSG's commitment to human rights issues:

- Code of Business Conduct and Ethics
- Equal Employment Opportunity Policy
- Harassment-Free Workplace Policy
- OSG Bereavement Policy
- Social Media Policy