

Human Rights Policy

PURPOSE

The fundamental values of International Seaways, Inc. (together with its subsidiaries, “INSW”, “we” or the “Company”) include a commitment for human rights. We are committed to upholding human rights and ensuring that our operations and practices reflect respect for the dignity and rights of all individuals.

SCOPE

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 employees, suppliers, subcontractors, and vessels of the Company.

Where employees act on behalf of INSW but are employed by third-party agencies or similar entities, this Human Rights Policy (the “Policy”) has been made known to them and continues to apply. INSW will take appropriate steps to ensure that any such third-party organization maintains policies, practices and/or procedures that appropriately address the matters covered by this Policy.

GUIDELINES

- I. **Work Hours, Wages, and Benefits.** We have a strong commitment to providing a supportive and enriching work environment for all our employees. We strive to offer comprehensive employee benefits, including healthcare benefits, wellness programs, and medical insurance to our direct employees and, through our ship managers, to our seafarers. In some cases, these benefits extend to the household as well. Our wellness programs encompass mental wellbeing, nutrition, exercise, and financial planning. We work to ensure full compliance with applicable wage, work hours, overtime, benefits, and similar laws.
- II. **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.

- III. 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 value chain. INSW is committed to a zero-tolerance approach towards modern slavery in its business dealings and relationships.
- IV. Safe and Healthy Workplace.** The safety and health of our personnel is of utmost importance. Our policy is to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations. We promote safety procedures and policies to conform to local regulations such as OSHA, industry standards like Institution of Occupational Safety and Health, and industry best practices. Furthermore, shipboard procedures follow the International Safety Management (ISM) Code.

We use well regarded third-party ship managers to operate our owned vessels safely and efficiently. These managers act as agents for the company and employ and manage the seafaring personnel who work on our vessels. We work to provide and maintain a safe, healthy, and productive workplace, in consultation with our ship managers by addressing and remediating identified risks of accidents, injury and health impacts. The Company relies on its ship managers' Safety Management Systems (SMS) to identify, avoid, or mitigate safety risks, investigate incidents, and disseminate learnings. 100% of seafarers are covered by our ship managers' robust SMS, which is audited by the Flag Authority, or by Class as a recognized organization of the Flag. The SMS are certified for operating oil and chemical tankers. Contract seafarers follow the safety policies and procedures of the ships they serve on, and crews onboard our ships comply with the safety policies and procedures established by our ship managers. Seafarers are encouraged to provide feedback on safety procedures and risk assessments as part of the SMS.

All employees across every office and vessel also have the authority to "Stop Work" whenever they believe there is an unsafe condition, and we strongly encourage them to exercise this right without hesitation. The Stop Work policy is to ensure that safety is never compromised. In the event of any safety incidents, we will conduct thorough investigations to understand the root cause and implement corrective actions, continually improving our safety protocols.

Furthermore, our ship managers have policies surrounding employee welfare, including whistleblowing and "Speak Up" directives.

COMPLIANCE AND REPORTING

Any employee who has knowledge or reason to suspect or believe that there has been, or will be, a violation of this Policy, is required to report such information to the Company's Legal Department immediately.

Reports of noncompliance may also be made to the INSW Compliance Hotline anonymously at 1(855) 874-9549 or by using any of the other contact methods outlined in the Code of Business Conduct and Ethics.

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.

OTHER POLICIES WHICH MAY APPLY

The Policy should be considered along with other Company policies that may apply, including the Company's Code of Business Conduct and Ethics.

Certain policies are available on the Company's website at www.intlseas.com under the "Investor Relations – Corporate Governance" tab, and all of the Company's policies are available on the Company's intranet site or Workvivo site.

NOTE: This Policy is not intended to create any employment relationship or contractual rights in favor of the employee or the Company. INSW reserves the right to change the terms of this Policy at any time.