

HUMAN RIGHTS POLICY



Bhagwan Marine acknowledges its responsibilities to contribute to the development of human, social, environmental, community, and economic aspects in the locations where we operate.

We support the protection of fundamental human rights and freedoms by actively working to eliminate all forms of slavery, forced labour, trafficking in persons, child labour and deceptive recruiting for labour or services. We strive to align our business activities and practices with relevant international standards, including the United Nations Guiding Principles on Business and Human Rights.

Additionally, we are committed to adhering to the International Labour Organisation's Maritime Labour Convention 2006, which establishes minimum working and living standards for all seafarers and includes the protection of human rights.

This Policy aims to limit the risk of human rights abuses in our operations and supply chains.

Our human rights principles include:

- Aligning our business activities and practices with relevant international standards on human rights;
- Taking steps to actively identify and prevent any form of modern slavery and human rights abuses in our operations and supply chain;
- Treating employees fairly and promoting inclusion and diversity in the workplace, consistent with our Diversity and Inclusion Policy;
- Recognising the rights of Indigenous peoples, acknowledging their connections to lands and waters and respecting their culture; and
- Communicating our commitment to human rights to all stakeholders, including employees, contractors, suppliers and communities where we operate, and providing training as needed. We expect our suppliers and customers to uphold human rights standards within their business.

Bhagwan Marine expects its employees, contractors, and suppliers to actively participate in implementing this policy.

Any suspected or actual breaches of this policy should be reported through our Speak-Up service or to any member of the executive or a Director of Bhagwan Marine.

This policy should be read in conjunction with Bhagwan Marine's **Modern Slavery Statement** and **Supplier Code of Conduct**, which are available on Bhagwan Marine's website.

For more information, please consult your manager or refer to Bhagwan Marine's **Modern Slavery and Human Rights Management Plan (BM-T1-024)**.

Loui Kannikoski
Managing Director